



THE FLORIDA BAR

Results of the 2012 Economics and Law Office Management Survey

February 2013

INTRODUCTION

The Florida Bar is one of the largest unified state bar associations in the United States. Its recorded history dates back to 1889 when it consisted of just a small voluntary group of lawyers in a state with a total population of under 400,000 persons. Out of this small group grew the Florida State Bar Association, formed in 1907. Still a voluntary organization, its main focus was to publish a legal journal, draft court procedures, and present occasional educational courses for attorneys. Membership in this voluntary association never exceeded 2,500 attorneys.

After the close of World War I in 1920, there was a sharp growth in the number of attorneys in the state of Florida. Those attorneys, however, had no cohesive organization, and under two-thirds of them belonged to the voluntary state bar association.

In the 1930's, it was proposed that all attorneys, upon admission to practice, be required to obtain membership in the Florida State Bar Association. Many years later, the Supreme Court of Florida, after rejecting the original proposal, instructed state Bar officials to proceed in forming an integrated bar. As a result, 3,758 attorneys automatically became members of The Florida Bar in 1950. By the early 1960's, The Florida Bar had grown to include 7,000 members. Ten years later, the Bar's membership had increased to 12,000 members and, by 1980, the Bar consisted of 27,000 members. Today, The Florida Bar has a membership in excess of 95,000 attorneys.

Because of the large rise in membership over the past few decades, the Bar sponsors an economics and law office management survey. This survey is performed every two years to supply Bar members with useful data which will assist them in their daily practice. The survey is intended to keep attorneys

informed on how their colleagues are doing in terms of salary information, benefits, hourly rates, number of hours worked, usage of software/technology, and more.

For obvious financial reasons, it was decided to randomly sample a select number of members rather than survey all 95,000 Florida Bar members. A properly chosen random sample allows inferences to be made about the composition of the entire lawyer population from those expressed in the sample.

BACKGROUND

From September 2012 to November 2012, the Department of Research, Planning & Evaluation of The Florida Bar solicited opinions from numerous experts, both on Bar staff and on various committees of The Florida Bar, as to what the appropriate subjects should be for the 2012 survey. After extensive research, questions were developed by Mike J. Garcia, Director of Research, Planning & Evaluation for the Bar.

A random list of mailing labels was developed and individual labels were affixed to the questionnaire booklets. In late November 2012, The Florida Bar mailed 2,230 questionnaires to a random sample of its in-state membership. By the cut-off date in late December, the Bar had received 458 completed questionnaires, for a response rate of 21%.

Using a statistical analysis computer program entitled SPSS, the Florida Bar's Department of Research, Planning & Evaluation coded and entered all completed surveys. Questionnaires were verified and all data was carefully edited for accuracy and completeness. The director then applied the appropriate statistical tests to the data and compiled the report.

SAMPLE

For the 2012 survey, a sample of 2,230 members was randomly selected from a master list of all in-state Florida Bar members in good standing. Although 458 questionnaires were returned, not all questions were answered by all respondents. Therefore, percentages are based on the actual number of individuals who responded to each particular question. For this sample, the error of estimation rate is approximately plus or minus 5 percent at the 95 percent level of confidence. This signifies that we can be 95 percent sure that, if all members of The Florida Bar were interviewed, that the results would be within plus or minus 5 percent of what this sample found. If, for example, a question achieved a percentage breakdown of 75 percent in favor, it can be interpreted that between 70 and 80 percent of Florida Bar members are in favor.

In reporting the results, all percentages were rounded to the nearest whole percent (example: 34.5% equals 35%). For this reason, totals may not all equal 100 percent. Note that several questions are "Multiple Response Questions." This means that respondents were encouraged to check all responses which apply to a given situation. Thus, multiple response questions will not total 100 percent. Several measures of central tendency are mentioned throughout this report:

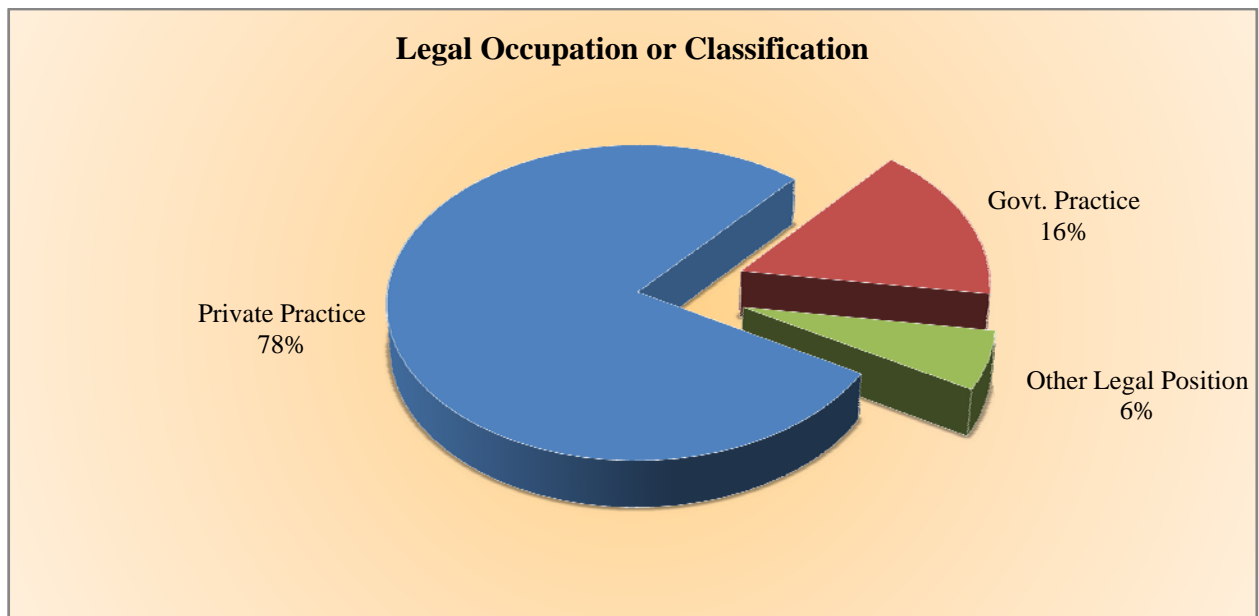
- mean:** the average for all values given for the total sample of each question. The mean is calculated by adding all of the responses and then dividing by the total number of responses received.
- median:** the middle value of a series of numbers which are initially rank ordered. Half the numbers will be greater than the median and half the numbers will be less than the median.
- mode:** the point for which most values are given for the entire sample.
- range:** the highest and lowest values given for the total sample for each question.

2012 Florida Bar Economics & Law Office Management Survey

1. What is your legal occupation or classification?

<u>Private Practice</u>	<u>Percent</u>
Sole practitioner	33
Partner/shareholder	15
Associate	14
Managing partner	9
Practitioner with one or more associates	6
Of counsel	<1
<u>Government Practice</u>	
State government attorney	11
Local government attorney	3
Federal government attorney	1
Judge	<1
<u>Other Legal Position</u>	
Corporate counsel	3
Other position	2
Legal aid/legal service	<1

- * Nearly four-fifths (78%) of all respondents are employed in private practice positions. Additionally, 16% of all respondents are employed in government practice positions and 6% are employed in other legal positions.



1A. Comparison between 2006 thru 2012 Economics & Law Office Management Surveys – What is your legal occupation or classification?

<u>Classification</u>	<u>2006 Survey Percent</u>	<u>2008 Survey Percent</u>	<u>2010 Survey Percent</u>	<u>2012 Survey Percent</u>
Sole practitioner	29	30	31	33
Partner/shareholder	18	18	17	15
Associate	14	15	14	14
Managing partner	12	11	10	9
Practitioner with one or more assoc.	5	6	6	6
Of counsel	<1	<1	<1	<1
State government attorney	10	9	10	11
Local government attorney	3	3	3	3
Federal government attorney	1	1	1	1
Judge	1	<1	<1	<1
Corporate counsel	5	4	4	3
Other position	2	2	2	2
Legal aid/legal service	<1	<1	<1	<1
Total	100%	100%	100%	100%

* The percentage of sole practitioners increases slightly every two years, while the percentage of partners (both managing partners and partner/shareholders) decreases slightly every two years.

1B. What is your legal occupation or classification? – BY GENDER

<u>Classification</u>	<u>Male Percent</u>	<u>Female Percent</u>
Sole practitioner	36	26
Partner/shareholder	18	11
Managing partner	11	7
Associate	10	21
Practitioner with one or more associates	8	3
Of counsel	<1	1
State government attorney	7	18
Local government attorney	3	4
Federal government attorney	<1	2
Judge	1	<1
Corporate counsel	2	3
Legal aid/legal service	<1	1
Other position	<u>2</u>	<u>3</u>
Total	100%	100%

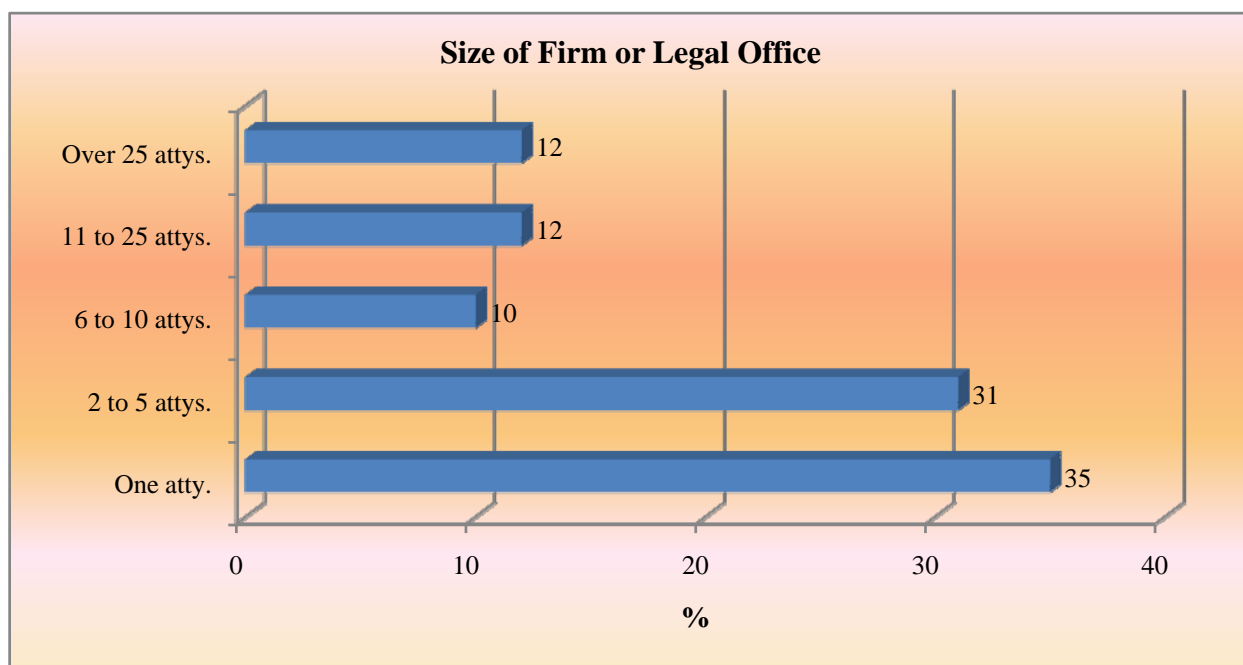
* Nearly three-tenths (29%) of all male respondents are either in managing partner or partner/shareholder positions, compared to 18% of all female respondents.

- * One-quarter (25%) of all female respondents are employed in government practice positions, compared to 12% of all male respondents.
- * Note that there is a significant difference in average years of experience. The average male respondent has 19 years of experience with The Florida Bar, while the average female respondent has 11 years of experience (See Table 58 located on Page 55).

2. What is the total number of attorneys employed in your firm or legal office?

<u>Category</u>	<u>Percent</u>
One attorney	35
2 to 5 attorneys	31
6 to 10 attorneys	10
11 to 25 attorneys	12
Over 25 attorneys	12

- * About two-thirds (66%) of all respondents either operate a solo practice or work in small firms or legal offices consisting of five attorneys or less. Just over three-quarters (76%) of all respondents either operate a solo practice or work in firms or legal offices consisting of ten attorneys or less.



2A. Comparison between 2004 thru 2012 Economics & Law Office Management Surveys – What is the total number of attorneys employed in your firm or legal office?

<u>Category</u>	<u>2004 Survey Percent</u>	<u>2006 Survey Percent</u>	<u>2008 Survey Percent</u>	<u>2010 Survey Percent</u>	<u>2012 Survey Percent</u>
One attorney	32	32	32	33	35
2 to 5 attorneys	34	34	34	32	31
6 to 10 attorneys	12	12	11	12	10
11 to 25 attorneys	11	10	11	11	12
Over 25 attorneys	11	12	12	12	12

3. What were your personal total billable hours last year? (ONLY INCLUDES THOSE RESPONDENTS WHO REPORT KEEPING PERSONAL BILLABLE HOURS)

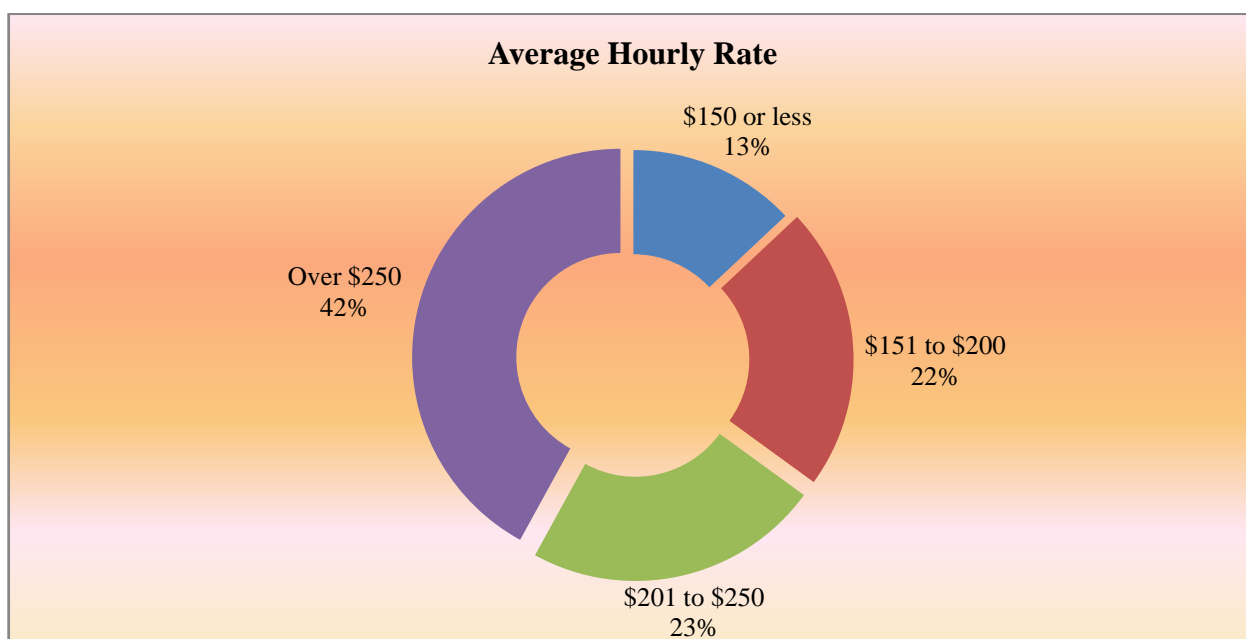
<u>Billable Hours</u>	<u>Percent</u>
1,000 hours or less	29
1,001 to 1,200 hours	6
1,201 to 1,400 hours	5
1,401 to 1,600 hours	12
1,601 to 1,800 hours	15
1,801 to 2,000 hours	15
More than 2,000 hours	18

- * When considering only those respondents who maintain personal billable hours, nearly half (48%) report having over 1,600 billable hours last year. One-third (33%) report having over 1,800 billable hours, while slightly under one-fifth (18%) report having over 2,000 hours.

4. If you charge on an hourly basis, what is your average or standard hourly rate?

<u>Hourly Rate</u>	<u>Percent</u>
\$100 or less	4
\$101 to \$125	1
\$126 to \$150	8
\$151 to \$175	7
\$176 to \$200	15
\$201 to \$225	6
\$226 to \$250	17
\$251 to \$275	7
\$276 to \$300	11
\$301 to \$325	4
\$326 to \$350	9
\$350 or more	11

- * Almost two-thirds (65%) of all respondents list their hourly rate as being over \$200, while nearly one-quarter (24%) list their hourly rate as being over \$300.



4A. Comparison between 2010 and 2012 Economics & Law Office Management Surveys – If you charge on an hourly basis, what is your average or standard hourly rate?

<u>Hourly Rate</u>	<u>2010 Survey Percent</u>	<u>2012 Survey Percent</u>
\$150 or less	13	13
\$151 to \$200	27	22
\$201 to \$250	25	23
\$251 to \$300	19	18
Over \$300	16	24

4B. If you charge on an hourly basis, what is your average or standard hourly rate? – BY REGION OF FLORIDA

<u>Hourly Rate</u>	<u>North Region Percent</u>	<u>Cent/SW Region Percent</u>	<u>Southeast Region Percent</u>
Less than \$150	16	14	11
\$151 to \$200	28	18	23
\$201 to \$250	26	30	15
\$251 to \$300	16	18	19
Over \$300	14	20	32

* The Southeast Region of Florida (51%) contains the highest percentage of respondents who charge an hourly rate of over \$250. The North Region (44%) contains the highest percentage of respondents who charge an hourly rate of \$200 or less.

* For a complete listing of counties within regions, see Appendix A located on Page 61.

5. Does your firm or legal office employ paralegals? (Defined as an employee working under your supervision who performs a task that otherwise you as the attorney would perform. NOTE: Not secretarial work.)

<u>Category</u>	<u>Percent</u>
Yes	56
No	44

- * Over half (56%) of all respondents work in firms or legal offices that employ paralegals.



- 5A. Comparison between 2004 thru 2012 Economics & Law Office Management Surveys – Does your firm or legal office employ paralegals?

<u>Category</u>	<u>2004 Survey Percent</u>	<u>2006 Survey Percent</u>	<u>2008 Survey Percent</u>	<u>2010 Survey Percent</u>	<u>2012 Survey Percent</u>
Yes	65	66	63	54	56
No	35	34	37	46	44

6. Are any types of standards or certifications required by your firm or legal office for paralegals?

<u>Category</u>	<u>Percent</u>
Yes	15
No	65
Don't Know	20

* Only fifteen percent of all respondents who work in firms or legal offices that employ paralegals report that their offices either require certain standards for paralegals or some type of paralegal certification.

6A. Comparison between 2010 and 2012 Economics & Law Office Management Surveys – Are any types of standards or certifications required by your firm or legal office for paralegals?

<u>Category</u>	<u>2010 Survey Percent</u>	<u>2012 Survey Percent</u>
Yes	12	15
No	69	65
Don't Know	19	20

6B. Please indicate the types of standards or certifications your office requires for paralegals:

A total of 47 respondents listed a type of standard or certification that their firm or legal office requires for paralegals. Each standard or certification was reviewed and categorized. The table below lists the three most frequently mentioned categories.

<u>Category</u>	<u>Number of Responses</u>
FRP	19
CLA	18
CP	6

7. What is the average or standard hourly rate billed for paralegals?

<u>Hourly Rate</u>	<u>Percent</u>
\$60 or less	12
\$61 to \$80	18
\$81 to \$100	34
\$101 to \$120	5
\$121 to \$140	16
More than \$140	15

* Slightly over one-third (34%) of all respondents report that the hourly rate billed for legal work performed by paralegals in their firm is between \$81 and \$100, while nearly one-third (31%) report that the billed paralegal hourly rate is over \$120.

7A. Comparison between 2004 thru 2012 Economics & Law Office Management Surveys – What is the average or standard hourly rate billed for paralegals?

<u>Hourly Rate</u>	<u>2004 Survey Percent</u>	<u>2006 Survey Percent</u>	<u>2008 Survey Percent</u>	<u>2010 Survey Percent</u>	<u>2012 Survey Percent</u>
\$40 or less	17	9	11	6	4
\$41 to \$60	12	11	10	10	8
\$61 to \$80	29	31	31	28	18
More than \$80	42	49	48	56	70

* There is a significant increase since the 2008 survey in the percentage of law firms/legal offices that bill more than \$80 an hour for work performed by paralegals (48% in 2008; 56% in 2010; 70% in 2012).

8. How many billable hours did paralegals average last year in your firm or legal office?

<u>Billable Hours</u>	<u>Percent</u>
500 or less hours	37
501 to 750 hours	2
751 to 1,000 hours	16
1,001 to 1,250 hours	11
1,251 to 1,500 hours	20
More than 1,500 hours	14

* Over two-fifths (45%) of all respondents, whose firm or legal office employs paralegals, report that those paralegals averaged over 1,000 billable hours last year. Over one-third (37%) report that paralegals averaged 500 or less hours last year.

8A. Comparison between 2006 thru 2012 Economics & Law Office Management Surveys – How many billable hours did paralegals average last year in your firm or legal office?

<u>Category</u>	<u>2006 Survey Percent</u>	<u>2008 Survey Percent</u>	<u>2010 Survey Percent</u>	<u>2012 Survey Percent</u>
500 or less hours	40	46	41	37
501 to 750 hours	8	6	2	2
751 to 1,000 hours	9	9	17	16
1,001 to 1,250 hours	15	16	12	11
1,251 to 1,500 hours	13	13	16	20
More than 1,500 hours	15	10	12	14

9. What is the primary method for billing that is used in your law firm or legal office?

<u>Category</u>	<u>Percent</u>
Hourly rate	43
Fixed or flat fee	20
A combination of methods	17
Contingency fee	14
Non-refundable retainer plus a combination of methods	4
Value based fee	2
Volume discount	0

- * Over two-fifths (43%) of all respondents report that their law firm or legal office uses an hourly rate as the primary method for billing, while one-fifth (20%) reports using a fixed or flat fee.

10. What percent of your cases are handled on a contingency fee basis? (ONLY INCLUDES THOSE RESPONDENTS WHO REPORT HANDLING CONTINGENCY FEE CASES)

<u>Category</u>	<u>Percent</u>
None	60
1% to 25%	21
26% to 50%	5
51% to 75%	2
Over 75%	12

- * Two-fifths (40%) of all respondents report that their firm or legal office handles contingency fee cases. Of those who accept cases on a contingency fee basis, the majority report that these types of cases comprise one-quarter or less of the total number of cases they handle.

10A. Comparison between 2004 thru 2012 Economics & Law Office Management Surveys – What percent of your cases are handled on a contingency fee basis?

	2004 Survey <u>Percent</u>	2006 Survey <u>Percent</u>	2008 Survey <u>Percent</u>	2010 Survey <u>Percent</u>	2012 Survey <u>Percent</u>
<u>Hours</u>					
None	51	53	55	59	60
1% to 25%	30	29	28	26	21
26% to 50%	4	4	4	4	5
51% to 75%	4	4	3	2	2
Over 75%	11	10	10	9	12

11. Of those contingency fee cases, what is the average percentage of the award that you receive if you win the case?

<u>Category</u>	<u>Percent</u>
25% or less	15
30%	13
33%	42
35% to 40%	28
Over 40%	2

- 11A. Comparison between 2010 and 2012 Economics & Law Office Management Surveys – Of those contingency fee cases, what is the average percentage of the award that you receive if you win the case?

<u>Category</u>	2010 Survey <u>Percent</u>	2012 Survey <u>Percent</u>
25% or less	12	15
30%	11	13
33%	58	42
35% to 40%	17	28
Over 40%	2	2

12. Do you keep time records?

<u>Category</u>	<u>Percent</u>
Always	52
Always, except in contingency or fixed fee cases	12
Sometimes	23
Never	13

- * With an exception of contingency fee or fixed fee cases, nearly two-thirds (64%) of all respondents always maintain time records. That percentage increases to 72% when considering only attorneys in private practice (see Table 12A).

- 12A. Comparison between 2006 thru 2012 Economics & Law Office Management Surveys – Do you keep time records? (PRIVATE PRACTICE ATTORNEYS ONLY)

<u>Category</u>	2006 Survey <u>Percent</u>	2008 Survey <u>Percent</u>	2010 Survey <u>Percent</u>	2012 Survey <u>Percent</u>
Always	56	57	60	58
Always, except cont. /fixed fee cases	17	18	14	14
Sometimes	20	18	20	22
Never	7	7	6	6

13. How often does your firm use written fee agreements, retainer letters or fee contracts?

<u>Category</u>	<u>Percent</u>
Always	58
Usually	22
Seldom	8
Never	12

13A. Comparison between 2004 thru 2012 Economic and Law Office Management Surveys – How often does your firm use written fee agreements, retainer letters or fee contracts?

<u>Category</u>	2004 Survey <u>Percent</u>	2006 Survey <u>Percent</u>	2008 Survey <u>Percent</u>	2010 Survey <u>Percent</u>	2012 Survey <u>Percent</u>
Always	47	48	50	51	58
Usually	27	26	25	24	22
Seldom	16	15	13	13	8
Never	10	11	12	12	12

**13B. How often does your firm use written fee agreements, retainer letters or fee contracts?
(PRIVATE PRACTICE ATTORNEYS ONLY)**

<u>Category</u>	<u>Percent</u>
Always	67
Usually	23
Seldom	8
Never	2

* Two-thirds (67%) of all private practice respondents always use written fee agreements, retainer letters or fee contracts, compared to ten percent of private practice respondents who seldom or never use them.

**14. What do you regularly include in your billing statements to clients?
(MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)**

<u>Category</u>	<u>Percent</u>
Itemized list of services performed	65
Prior unpaid balance	61
Itemized list of disbursements	58
Hourly rates of lawyers	57
Time spent by individual lawyers	51
Total time spent by lawyers	50
Narrative summary of services	48
Legal assistant/paralegal charges	39
Remaining trust account balance	38

**14A. What do you regularly include in your billing statements to clients?
(MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)
(PRIVATE PRACTICE ATTORNEYS ONLY)**

<u>Category</u>	<u>Percent</u>
Itemized list of services performed	74
Prior unpaid balance	69
Itemized list of disbursements	66
Hourly rates of lawyers	66
Time spent by individual lawyers	57
Total time spent by lawyers	55
Narrative summary of services	55
Legal assistant/paralegal charges	44
Remaining trust account balance	43

**15. Which of the following credit cards does your law firm or legal office accept?
(MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)**

<u>Category</u>	<u>Percent</u>
Visa	36
MasterCard	33
American Express	27
Discover	19
None of the above	34
Not applicable to my position	23

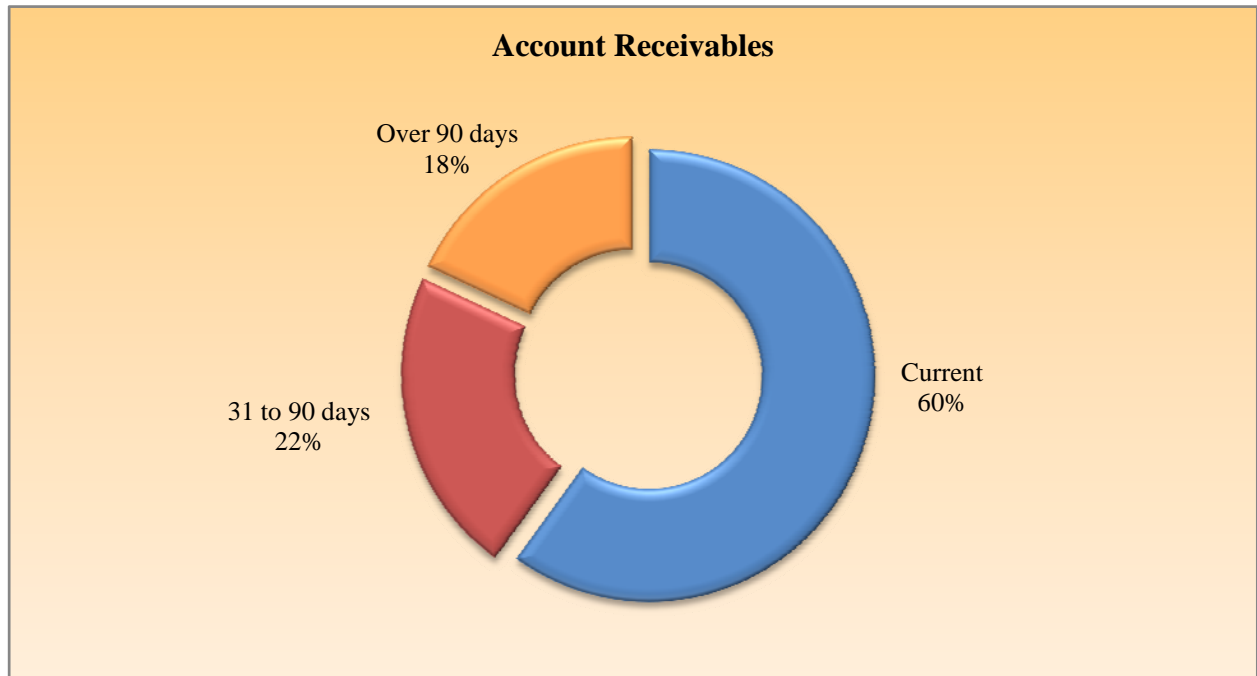
16. Please indicate your average monthly accounts receivable balance:

<u>Category</u>	<u>Percent</u>
\$5,000 or less	28
\$5,001 to \$10,000	16
\$10,001 to \$25,000	17
\$25,001 to \$50,000	14
\$50,001 to \$100,000	11
More than \$100,000	14

* Over two-fifths (44%) of all respondents report an average monthly accounts receivable balance of \$10,000 or less. One-quarter (25%) report an average monthly accounts receivable balance of more than \$50,000.

17. Of your total fees billed, please indicate what percent of your account receivables were current, 31 to 90 days, 91 to 120 days, and over 120 days:

<u>Category</u>	<u>Percent</u>
Current	60
31 to 90 days	22
91 to 120 days	9
Over 120 days	9



- 17A. Comparison between 2004 thru 2012 Economics & Law Office Management Surveys – Of your total fees billed, please indicate what percent of your account receivables were current, 31 to 90 days, 91 to 120 days, and over 120 days:

<u>Category</u>	<u>2004 Survey Percent</u>	<u>2006 Survey Percent</u>	<u>2008 Survey Percent</u>	<u>2010 Survey Percent</u>	<u>2012 Survey Percent</u>
Current	66	67	67	64	60
31 to 90 days	20	19	18	18	22
Over 90 days	14	14	15	18	18

18. What is the percentage of gross income spent on overhead? (This includes costs for staff, space, equipment, marketing, insurance, etc. but does not include lawyer compensation and benefits).

<u>Category</u>	<u>Percent</u>
20% or less	18
21% to 30%	17
31% to 40%	19
41% to 50%	20
51% to 60%	10
Over 60%	16
Mean = 42%	
Median = 40%	

19. Based upon your law firm's gross receipts, please indicate the percentage attributable to each of the following expenses:

<u>Category</u>	<u>Median Percent</u>
All lawyer compensation	50
Support staff compensation	20
All other expenses	30

- 19A. Comparison between 2006 thru 2012 Economics & Law Office Management Surveys – Based upon your law firm's gross receipts, please indicate the percentage attributable to each of the following expenses:

<u>Category</u>	<u>2006 Survey Percent</u>	<u>2008 Survey Percent</u>	<u>2010 Survey Percent</u>	<u>2012 Survey Percent</u>
All lawyer compensation	50	50	50	50
Support staff compensation	20	20	20	20
All other expenses	30	30	30	30

- * There has been no change since 2006 in the median percentages of lawyer compensation, support staff salaries and other expenses.

20. Which best describes your employment status?

<u>Employment Status</u>	<u>Percent</u>
Full-time	88
Part-time	9
Unemployed	2
Retired	<1

- * The large majority of respondents (88%) report being employed in full-time positions.

20A. Comparison between 2004 thru 2012 Economics & Law Office Management Surveys – Which best describes your employment status?

<u>Category</u>	<u>2004 Survey Percent</u>	<u>2006 Survey Percent</u>	<u>2008 Survey Percent</u>	<u>2010 Survey Percent</u>	<u>2012 Survey Percent</u>
Full-time	93	94	91	88	88
Part-time	5	5	8	9	9
Unemployed	<1	<1	1	2	2
Retired	<1	<1	<1	<1	<1

21. On the average, how many hours per week did you devote to the legal profession in the last year? (INCLUDE ALL HOURS DEVOTED TO THE PRACTICE OF LAW – NOT JUST BILLABLE HOURS)

<u>Category</u>	<u>Percent</u>
Under 20 hours	4
20 to 29 hours	5
30 to 39 hours	8
40 to 49 hours	25
50 to 59 hours	36
60 hours or more	22

Mean = 50 hours
Median = 50 hours
Mode = 50 hours
Range = 2 to 100 hours

* Nearly three-fifths (58%) of all respondents work at least 50 hours per week, while over one-fifth (22%) work 60 hours or more per week.

21A. Comparison between 2006 thru 2012 Economics & Law Office Management Surveys: On the average, how many hours per week did you devote to the legal profession in the last year? – BY LEGAL OCCUPATION/CLASSIFICATION

<u>Category</u>	<u>2006 Survey Average Hours</u>	<u>2008 Survey Average Hours</u>	<u>2010 Survey Average Hours</u>	<u>2012 Survey Average Hours</u>
Managing partner	55	55	54	52
Practitioner with one or more associates	55	55	52	50
Partner/shareholder	51	50	50	50
Associate	55	50	50	50
Corporate counsel	50	50	48	50
State government attorney	46	47	47	48
Sole practitioner	46	45	45	42

* Managing partners (52 hours) consistently report working the most hours in an average week. Sole practitioners (42 hours) consistently report working the least hours in an average week.

21B. Comparison between 2004 thru 2012 Economics & Law Office Management Surveys – On the average, how many hours per week did you devote to the legal profession last year? – BY GENDER AND REGION OF FLORIDA

<u>Gender</u>	2004 Survey Average Hours	2006 Survey Average Hours	2008 Survey Average Hours	2010 Survey Average Hours	2012 Survey Average Hours
Male	51	50	50	50	50
Female	49	50	50	50	50

<u>Region</u>	2004 Survey Average Hours	2006 Survey Average Hours	2008 Survey Average Hours	2010 Survey Average Hours	2012 Survey Average Hours
Southeast	50	50	51	51	50
Central/Southwest	50	50	50	50	50
North	50	50	50	48	50

* For a complete listing of counties within regions, see Appendix A located on Page 61.

21C. On the average, how many hours per week did you devote to the legal profession last year? – BY AGE GROUP

<u>Age Group</u>	Average Hours
35 years of age or under	50
36 to 49 years of age	50
50 to 65 years of age	50
Over 65 years of age	35

* Attorneys over the age of 65 report devoting an average of 35 hours per week to the legal profession. All other age groups listed above report devoting an average of 50 hours per week.

22. Of that amount, how many hours per week did you spend engaging in the following activities?

<u>Category</u>	Average Hours
Billable work	27
Office administration	7
Keeping current on non-billable legal work	6
Other matters related to the practice of law	5
Client development or marketing	4
Bar service (local, voluntary or state)	<u>1</u>
Average Weekly Hours	50

22A. Comparison between 2006 thru 2012 Economics & Law Office Management Surveys – Of that amount, how many hours per week did you spend engaging in the following activities?

<u>Category</u>	2006 Survey Average Hours	2008 Survey Average Hours	2010 Survey Average Hours	2012 Survey Average Hours
Billable work	30	29	27	27
Office administration	7	7	8	7
Keeping current on non-billable law	3	5	6	6
Other matters related to the practice of law	5	4	4	5
Client development or marketing	4	4	4	4
Non-billable bar association activities	<u>1</u>	<u>1</u>	<u>1</u>	<u>1</u>
Average Weekly Hours	50	50	50	50

23. Please indicate the level of impact that each of the following factors currently has on your ability to successfully practice law:

<u>Category</u>	Major Impact Percent	Minor Impact Percent	No Impact Percent
Client expectations	65	25	10
Economy	58	31	11
Court operations	46	39	15
Work – life balance	35	35	30
Image of lawyers	32	45	23
Increased competition	31	38	31
Quality of the judiciary	29	36	35
New technology	27	54	19
Pro se litigants	19	35	46
Unauthorized practice of law	18	31	51
Increased specialization	17	50	33
Increase in ADR	11	37	52

* Over half of all respondents report that client expectations (65%) and the economy (58%) are factors that are currently having a major impact on their ability to successfully practice law. Almost half (46%) of all respondents also report that court operations is having a major impact on their ability to successfully practice law.

24. During the past two years, how has the economy affected your law practice?

<u>Category</u>	<u>Percent</u>
I have had <u>decreased</u> business/profitability	44
My practice has remained the same	23
I have had <u>increased</u> business/profitability	17
The economy does <u>not</u> impact my practice	16

* Over two-fifths (44%) of all respondents report that their business/profitability has decreased due to the economy, compared to 17% who report that their business/profitability has increased.

24A. During the past two years, how has the economy affected your law practice? – BY AGE GROUP, REGION AND GENDER

AGE GROUP

<u>Category</u>	35 or under yrs of age <u>Percent</u>	36 to 49 yrs of age <u>Percent</u>	50 to 65 yrs of age <u>Percent</u>	Over 65 yrs of age <u>Percent</u>
I have had <u>decreased</u> business/profitability	34	38	55	47
My practice has remained the same	19	25	19	35
I have had <u>increased</u> business/profitability	20	21	14	7
The economy does <u>not</u> impact my practice	26	16	12	12

REGION

<u>Category</u>	North Region <u>Percent</u>	Central/SW Region <u>Percent</u>	Southeast Region <u>Percent</u>
I have had <u>decreased</u> business/profitability	44	41	46
My practice has remained the same	18	27	22
I have had <u>increased</u> business/profitability	16	16	18
The economy does <u>not</u> impact my practice	22	16	14

GENDER

<u>Category</u>	Male <u>Percent</u>	Female <u>Percent</u>
I have had <u>decreased</u> business/profitability	46	38
My practice has remained the same	23	23
I have had <u>increased</u> business/profitability	18	16
The economy does <u>not</u> impact my practice	13	23

25. In the NEXT two years, how do you expect the economy will impact your practice?

<u>Category</u>	<u>Percent</u>
I believe I will have <u>increased</u> business/profitability	33
I believe it will remain the same	28
I believe I will have <u>decreased</u> business/profitability	24
The economy does <u>not</u> impact my practice	15

* One-third (33%) of all respondents expect to have increased business or profitability in the next two years, compared to about one-quarter (24%) who believe they will have decreased business or profitability.

**25A. In the NEXT two years, how do you expect the economy will impact your practice?
– BY AGE GROUP, REGION AND GENDER**

<u>Category</u>	<u>AGE GROUP</u>			
	35 or under	36 to 49	50 to 65	Over 65
	<u>yrs of age</u> <u>Percent</u>	<u>yrs of age</u> <u>Percent</u>	<u>yrs of age</u> <u>Percent</u>	<u>yrs of age</u> <u>Percent</u>
Will have <u>increased</u> business/profitability	36	32	34	7
Practice will remain the same	22	31	27	35
Will have <u>decreased</u> business/profitability	22	21	26	47
The economy does <u>not</u> impact my practice	20	16	13	12

<u>Category</u>	<u>REGION</u>		
	North	Central/SW	Southeast
	<u>Region</u> <u>Percent</u>	<u>Region</u> <u>Percent</u>	<u>Region</u> <u>Percent</u>
Will have <u>increased</u> business/profitability	34	33	32
Practice will remain the same	22	31	28
Will have <u>decreased</u> business/profitability	20	23	26
The economy does <u>not</u> impact my practice	24	13	14

<u>Category</u>	<u>GENDER</u>	
	Male	Female
	<u>Percent</u>	<u>Percent</u>
Will have <u>increased</u> business/profitability	32	34
Practice has remained the same	30	25
Will have <u>decreased</u> business/profitability	26	20
The economy does <u>not</u> impact my practice	12	21

**26. In 2012, did your firm or legal office institute any of the following?
(MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)**

<u>Category</u>	<u>Percent</u>
Adjustments of billing rates	31
Delay of lawyer salary increases	30
Non-lawyer staff hiring freeze	18
Elimination of lawyer bonuses	16
Lawyer hiring freeze	14
Renegotiation of office leases	12
Elimination of non-lawyer bonuses	10
Increase in partner capital contributions	9
Non-lawyer staff layoffs	8
Use of contract lawyers	8
Outsource legal work	5
Offshore non-lawyer functions	5
Outsource non-lawyer functions	4
Lawyer layoffs	4
New lawyer offers retracted	4
Offshore legal work	<1

27. Do you anticipate that your firm or legal office's budget for each of the following will increase, decrease or remain the same in 2013?

<u>Category</u>	<u>Increase Percent</u>	<u>Remain the Same Percent</u>	<u>Decrease Percent</u>
Technology	39	57	4
Website modifications	35	60	5
Social media	29	67	4
Online advertising	28	66	6
Travel	18	67	15
Print advertising	13	73	14
Association memberships	12	79	9
Continuing legal education	10	81	9
Direct mail	9	80	11
Market research	8	82	10
Television/radio advertising	6	79	15

* Between one-quarter and two-fifths of respondents report that they anticipate their firm or legal office will increase its budget in 2013 for technology (39%), website modifications (35%), social media (29%), and online advertising (28%).

28. Compared to the past, how much of the following are you experiencing with clients?

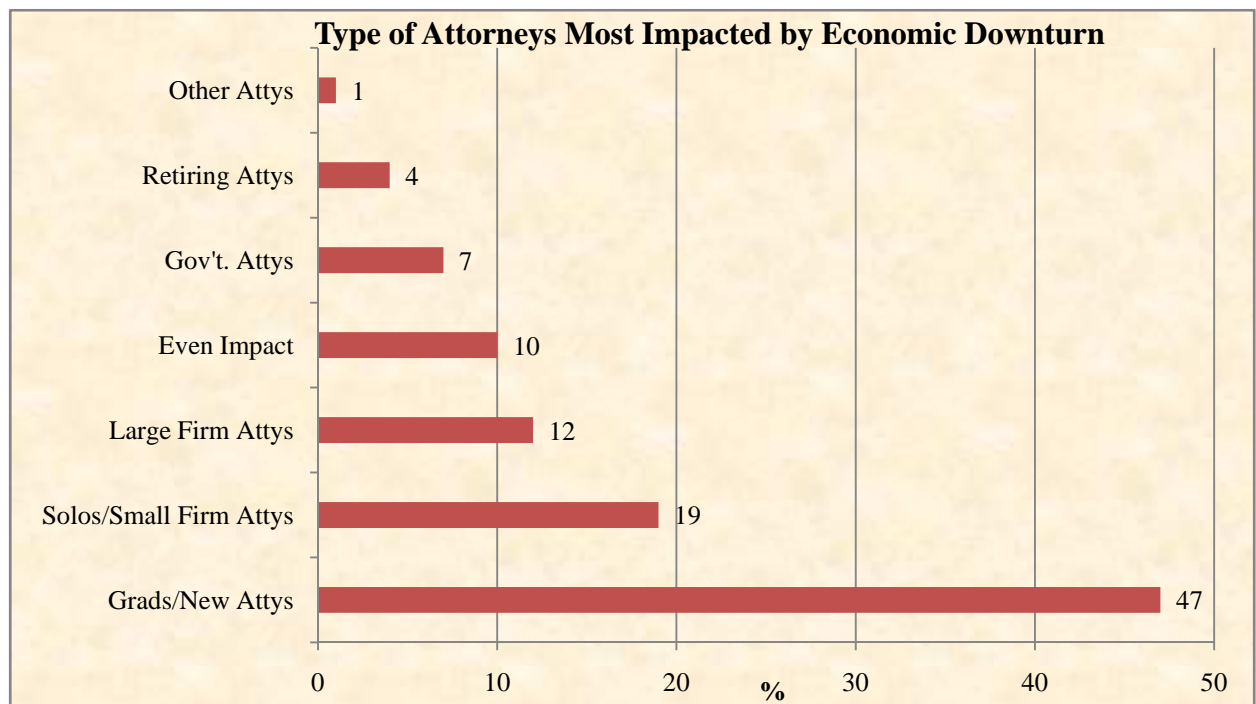
<u>Category</u>	<u>Substantial Increase Percent</u>	<u>Slight Increase Percent</u>	<u>No Increase Percent</u>
Paying bills later	28	41	31
Seeking discounts	27	42	31
Seeking to pay bills over time	27	38	35
Having a higher level of expectations	23	42	35

- * Around two-thirds of all respondents report that they have experienced an increase in clients paying bills later (69%), seeking discounts (69%), seeking to pay bills over time (65%), and having a generally higher level of expectations (65%).

29. Which type of attorneys do you feel have been most impacted by the result of the economic downturn?

<u>Category</u>	<u>Percent</u>
Recent law graduates and newer lawyers	47
Sole practitioners and small-firm lawyers	19
Large-firm lawyers	12
Attys. across all types of practices/experience levels have been evenly impacted	10
Government lawyers	7
Lawyers approaching retirement	4
Other	<1

- * Almost half (47%) of all respondents believe that recent law graduates and newer lawyers have been most impacted by the economy.



30. When do you think the economy will improve for the legal profession?

<u>Category</u>	<u>Percent</u>
2013	14
2014	20
2015	29
I do <u>not</u> anticipate it to improve in the near future	37

- * About two-thirds (66%) of all respondents report that they don't think the economy will improve for the legal profession until at least 2015, while fourteen percent believe that the economy will improve this year.

31. Have you considered, or are you considering, transitioning to a different career, transitioning to a different field of practice, or starting your own firm? (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)

<u>Category</u>	<u>Percent</u>
Yes, to a different career	19
Yes, to a different field of practice	15
Yes, I am considering starting my own firm	6
None of the above	67

- * Nearly one-fifth (19%) of all respondents are considering transitioning to a different career, while fifteen percent are considering transitioning to a different field of practice.

32. Briefly, please list any programs or resources that The Florida Bar might be able to provide to assist attorneys during this difficult economic time:

A total of 192 respondents listed a program or resource that The Florida Bar might be able to provide to assist attorneys during this difficult economic time. Each response was reviewed and categorized. The table below lists the five most frequently mentioned categories.

<u>Category</u>	<u>Number of Responses</u>
CLE – reduced price or free	24
Reduce number of law students/number of attorneys admitted in Florida	19
Provide training or seminars on marketing/business applications	17
Improve/increase job placement/career services	14
Improve/increase LOMAS services	12

33. Average attorney annual salary by years of experience – ALL ATTORNEYS

ATTORNEYS

<u>Attorneys</u>	<u>Mean</u>	<u>Median</u>	<u>Mode</u>
Recent law school graduates with no experience	\$53,098	\$45,000	\$40,000
Recent law school graduates with experience (internship, clerkship)	\$55,370	\$50,000	\$40,000
Current attorneys with less than 3 years of experience	\$62,466	\$58,000	\$50,000
Current attorneys with 3 to 5 years of experience	\$72,863	\$68,500	\$60,000
Current attorneys with 6 to 8 years of experience	\$88,167	\$80,000	\$75,000
Current attorneys with more than 8 years of experience	\$103,747	\$100,000	\$100,000
Partner, shareholder, or member	\$164,520	\$150,000	\$150,000

* Please note that the median value is usually the most reliable value to consider for the tables involving financial compensation due to the wide range and extremely high income values. All values are listed, however, to provide the reader with a full scope of information.

33A. Average attorney annual salary by years of experience – North Region

ATTORNEYS

North Region

<u>Attorneys</u>	<u>Mean</u>	<u>Median</u>	<u>Mode</u>
Recent law school graduates with no experience	\$44,765	\$41,000	\$40,000
Recent law school graduates with experience (internship, clerkship)	\$44,912	\$43,500	\$40,000
Current attorneys with less than 3 years of experience	\$51,734	\$50,000	\$50,000
Current attorneys with 3 to 5 years of experience	\$60,113	\$55,000	\$60,000
Current attorneys with 6 to 8 years of experience	\$70,159	\$70,000	\$70,000
Current attorneys with more than 8 years of experience	\$83,867	\$85,000	\$100,000
Partner, shareholder, or member	\$128,316	\$120,000	\$150,000

* Please note that the median value is usually the most reliable value to consider for the tables involving financial compensation due to the wide range and extremely high income values. All values are listed, however, to provide the reader with a full scope of information.

* For a complete listing of counties within regions, see Appendix A located on Page 61.

33B. Average attorney annual salary by years of experience – Central/SW Region

ATTORNEYS

Central/Southwest Region

<u>Attorneys</u>	<u>Mean</u>	<u>Median</u>	<u>Mode</u>
Recent law school graduates with no experience	\$53,753	\$45,000	\$40,000
Recent law school graduates with experience (internship, clerkship)	\$57,391	\$48,000	\$40,000
Current attorneys with less than 3 years of experience	\$62,400	\$52,000	\$50,000
Current attorneys with 3 to 5 years of experience	\$73,955	\$63,500	\$60,000
Current attorneys with 6 to 8 years of experience	\$88,585	\$80,000	\$75,000
Current attorneys with more than 8 years of experience	\$109,475	\$100,000	\$100,000
Partner, shareholder, or member	\$157,243	\$150,000	\$150,000

* Please note that the median value is usually the most reliable value to consider for the tables involving financial compensation due to the wide range and extremely high income values. All values are listed, however, to provide the reader with a full scope of information.

* For a complete listing of counties within regions, see Appendix A located on Page 61.

33C. Average attorney annual salary by years of experience – Southeast Region

ATTORNEYS

Southeast Region

<u>Attorneys</u>	<u>Mean</u>	<u>Median</u>	<u>Mode</u>
Recent law school graduates with no experience	\$59,590	\$50,000	\$50,000
Recent law school graduates with experience (internship, clerkship)	\$63,007	\$55,000	\$50,000
Current attorneys with less than 3 years of experience	\$70,915	\$70,000	\$70,000
Current attorneys with 3 to 5 years of experience	\$80,837	\$80,000	\$80,000
Current attorneys with 6 to 8 years of experience	\$102,478	\$100,000	\$100,000
Current attorneys with more than 8 years of experience	\$109,065	\$100,000	\$100,000
Partner, shareholder, or member	\$191,368	\$150,000	\$150,000

* Please note that the median value is usually the most reliable value to consider for the tables involving financial compensation due to the wide range and extremely high income values. All values are listed, however, to provide the reader with a full scope of information.

* For a complete listing of counties within regions, see Appendix A located on Page 61.

33D. Comparison between 2006 thru 2012 Economics & Law Office Management Surveys – Average attorney annual salary by years of experience

ATTORNEYS				
<u>Attorneys</u>	<u>2006 Survey Median</u>	<u>2008 Survey Median</u>	<u>2010 Survey Median</u>	<u>2012 Survey Median</u>
Recent law school graduates with no experience	\$50,000	\$50,000	\$50,000	\$45,000
Current attorneys with less than 3 years of experience	\$65,000	\$65,000	\$60,000	\$58,000
Current attorneys with 3 to 5 years of experience	\$75,000	\$75,000	\$70,000	\$68,500
Current attorneys with 6 to 8 years of experience	\$90,000	\$90,000	\$85,000	\$80,000
Current attorneys with more than 8 years of experience	\$110,000	\$110,000	\$100,000	\$100,000
Partner, shareholder, or member	\$145,000	\$125,000	\$120,000	\$150,000

33E. Average paralegal annual salary by years of experience – ALL PARALEGALS

PARALEGALS

<u>Paralegals</u>	<u>Mean</u>	<u>Median</u>	<u>Mode</u>
New hires without experience	\$30,509	\$30,000	\$30,000
Current paralegals with less than 5 years of experience	\$33,915	\$32,000	\$30,000
Current paralegals with 5 to 10 years of experience	\$44,691	\$42,000	\$40,000
Current paralegals with more than 10 years of experience	\$50,617	\$50,000	\$50,000

* Please note that the median value is usually the most reliable value to consider for the tables involving financial compensation due to the wide range of income values. All values are listed, however, to provide the reader with a full scope of information.

33F. Average paralegal annual salary by years of experience – North Region

PARALEGALS

North Region

<u>Paralegals</u>	<u>Mean</u>	<u>Median</u>	<u>Mode</u>
New hires without experience	\$27,037	\$25,000	\$25,000
Current paralegals with less than 5 years of experience	\$31,465	\$31,000	\$30,000
Current paralegals with 5 to 10 years of experience	\$38,008	\$37,000	\$40,000
Current paralegals with more than 10 years of experience	\$42,691	\$43,000	\$40,000

* Please note that the median value is usually the most reliable value to consider for the tables involving financial compensation due to the wide range of income values. All values are listed, however, to provide the reader with a full scope of information.

* For a complete listing of counties within regions, see Appendix A located on Page 61.

33G. Average paralegal annual salary by years of experience – Central/SW Region

PARALEGALS

Central/Southwest Region

<u>Paralegals</u>	<u>Mean</u>	<u>Median</u>	<u>Mode</u>
New hires without experience	\$31,884	\$30,000	\$30,000
Current paralegals with less than 5 years of experience	\$32,311	\$32,000	\$30,000
Current paralegals with 5 to 10 years of experience	\$45,680	\$42,000	\$40,000
Current paralegals with more than 10 years of experience	\$48,343	\$50,000	\$50,000

* Please note that the median value is usually the most reliable value to consider for the tables involving financial compensation due to the wide range of income values. All values are listed, however, to provide the reader with a full scope of information.

* For a complete listing of counties within regions, see Appendix A located on Page 61.

33H. Average paralegal annual salary by years of experience – Southeast Region

PARALEGALS

Southeast Region

<u>Paralegals</u>	<u>Mean</u>	<u>Median</u>	<u>Mode</u>
New hires without experience	\$31,653	\$30,000	\$30,000
Current paralegals with less than 5 years of experience	\$36,689	\$35,000	\$35,000
Current paralegals with 5 to 10 years of experience	\$48,100	\$50,000	\$50,000
Current paralegals with more than 10 years of experience	\$57,392	\$57,500	\$60,000

* Please note that the median value is usually the most reliable value to consider for the tables involving financial compensation due to the wide range of income values. All values are listed, however, to provide the reader with a full scope of information.

* For a complete listing of counties within regions, see Appendix A located on Page 61.

33I. Comparison between 2006 thru 2012 Economics & Law Office Management Surveys – Average paralegal annual salary by years of experience

PARALEGALS				
<u>Paralegals</u>	<u>2006 Survey Median</u>	<u>2008 Survey Median</u>	<u>2010 Survey Median</u>	<u>2012 Survey Median</u>
New hires without experience	\$30,000	\$30,000	\$30,000	\$30,000
Current paralegals with less than 5 years of experience	\$35,000	\$35,000	\$34,000	\$32,000
Current paralegals with 5 to 10 years of experience	\$42,500	\$42,000	\$40,000	\$42,000
Current paralegals with more than 10 years of experience	\$47,000	\$46,000	\$45,000	\$50,000

33J. Average legal secretary annual salary by years of experience – ALL LEGAL SECRETARIES

LEGAL SECRETARIES

<u>Legal Secretaries</u>	<u>Mean</u>	<u>Median</u>	<u>Mode</u>
New hires without experience	\$26,132	\$25,000	\$25,000
Current secretaries with less than 5 years of experience	\$29,715	\$30,000	\$30,000
Current secretaries with 5 to 10 years of experience	\$36,929	\$35,000	\$40,000
Current secretaries with more than 10 years of experience	\$41,379	\$40,000	\$40,000

* Please note that the median value is usually the most reliable value to consider for the tables involving financial compensation due to the wide range of income values. All values are listed, however, to provide the reader with a full scope of information.

33K. Average legal secretary annual salary by years of experience – North Region

LEGAL SECRETARIES

North Region

<u>Legal Secretaries</u>	<u>Mean</u>	<u>Median</u>	<u>Mode</u>
New hires without experience	\$23,923	\$25,000	\$25,000
Current secretaries with less than 5 years of experience	\$26,991	\$28,000	\$30,000
Current secretaries with 5 to 10 years of experience	\$32,484	\$32,000	\$30,000
Current secretaries with more than 10 years of experience	\$34,815	\$35,000	\$35,000

* Please note that the median value is usually the most reliable value to consider for the tables involving financial compensation due to the wide range of income values. All values are listed, however, to provide the reader with a full scope of information.

* For a complete listing of counties within regions, see Appendix A located on Page 61.

33L. Average legal secretary annual salary by years of experience – Central/SW Region

LEGAL SECRETARIES

Central/Southwest Region

<u>Legal Secretaries</u>	<u>Mean</u>	<u>Median</u>	<u>Mode</u>
New hires without experience	\$24,836	\$25,000	\$25,000
Current secretaries with less than 5 years of experience	\$29,164	\$30,000	\$30,000
Current secretaries with 5 to 10 years of experience	\$34,312	\$35,000	\$35,000
Current secretaries with more than 10 years of experience	\$39,299	\$40,000	\$40,000

* Please note that the median value is usually the most reliable value to consider for the tables involving financial compensation due to the wide range of income values. All values are listed, however, to provide the reader with a full scope of information.

* For a complete listing of counties within regions, see Appendix A located on Page 61.

33M. Average legal secretary annual salary by years of experience – Southeast Region

LEGAL SECRETARIES

Southeast Region

<u>Legal Secretaries</u>	<u>Mean</u>	<u>Median</u>	<u>Mode</u>
New hires without experience	\$28,876	\$30,000	\$30,000
Current secretaries with less than 5 years of experience	\$31,988	\$30,000	\$30,000
Current secretaries with 5 to 10 years of experience	\$41,022	\$40,000	\$40,000
Current secretaries with more than 10 years of experience	\$46,449	\$45,000	\$50,000

* Please note that the median value is usually the most reliable value to consider for the tables involving financial compensation due to the wide range of income values. All values are listed, however, to provide the reader with a full scope of information.

* For a complete listing of counties within regions, see Appendix A located on Page 61.

33N. Comparison between 2006 thru 2012 Economics & Law Office Management Surveys – Average legal secretary annual salary by years of experience

LEGAL SECRETARIES

<u>Legal Secretaries</u>	<u>2006 Survey Median</u>	<u>2008 Survey Median</u>	<u>2010 Survey Median</u>	<u>2012 Survey Median</u>
New hires without experience	\$27,000	\$28,000	\$25,000	\$25,000
Current secretaries with less than 5 years of experience	\$32,000	\$32,000	\$30,000	\$30,000
Current secretaries with 5 to 10 years of experience	\$38,000	\$38,500	\$36,000	\$35,000
Current secretaries with more than 10 years of experience	\$42,000	\$41,000	\$40,000	\$40,000

34. Please indicate the **AVERAGE ANNUAL SALARY** levels for the following members of your firm:
(NOTE: Salary Does Not Include Any Additional Bonuses or Compensation)

<u>Other Personnel</u>	2010 Survey Median	2012 Survey Median
Full-time office manager/legal administrator	\$60,000	\$60,000
Bookkeeper or controller (full-time)	\$40,000	\$45,000
Law clerk	\$25,000	\$25,000
Bookkeeper (part-time)	\$20,000	\$23,500
Information technology administrator	-----	\$50,000

- 35A. Please indicate your firm or legal office's annual performance or merit salary increase in 2012 for **ATTORNEYS**:

<u>Category</u>	2010 Survey Percent	2012 Survey Percent
None	87	84
1% to 2%	2	2
3% to 4%	4	3
5% to 6%	4	6
7% to 10%	3	4
Over 10%	<1	1

- * The majority (84%) of respondents report that their firm or legal office did not provide annual performance or merit salary increases in 2012 for attorneys.

35B. Please indicate your firm or legal office's annual performance or merit salary increase in 2012 for NON-LAWYER STAFF:

<u>Category</u>	<u>2010 Survey Percent</u>	<u>2012 Survey Percent</u>
None	79	75
1% to 2%	3	2
3% to 4%	6	12
5% to 6%	9	6
7% to 10%	1	5
Over 10%	2	0

* Three-quarters (75%) of respondents report that their firm or legal office did not provide annual performance or merit salary increases in 2012 for non-lawyer staff.

**36. Which of the following benefits does your employer offer to attorneys?
(MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)
(ONLY INCLUDES ATTYS. EMPLOYED IN FIRMS OR LEGAL OFFICES OF TWO OR MORE)**

<u>Category</u>	<u>Percent</u>
Medical insurance	85
Paid vacation	84
Paid Bar dues	77
Paid registration for CLE courses	73
Life insurance	59
Dental insurance	53
Flexible work schedule	51
Annual bonuses	45
Maternity leave	45
Paid parking	41
Disability compensation	31
Profit sharing	26
Pension	25
Paternity leave	23
Reimbursed certification/recertification expenses	21
Reimbursed Bar exam costs	11
College tuition	7
Relocation expenses	6

**37. Please indicate which of the following your firm or legal office currently has in place:
(MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)**

<u>Category</u>	<u>Percent</u>
Hurricane or disaster preparedness plan	41
Pro bono service policy	24
Strategic planning committee	13
Diversity sensitivity training program for associates and staff	12
Active program to recruit and retain minority associates	7

- * Just over two-fifths (41%) of all respondents report that their firm or legal office has a hurricane or disaster preparedness plan in place, while nearly one-quarter (24%) of respondents report that their firm or legal office has a pro bono service policy.

**37A. Comparison between 2010 and 2012 Economics & Law Office Management Surveys – Please indicate which of the following your firm or legal office currently has in place:
(MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)**

<u>Category</u>	<u>2010 Survey Percent</u>	<u>2012 Survey Percent</u>
Hurricane/disaster preparedness plan	42	41
Pro bono service policy	25	24
Strategic planning committee	13	13
Diversity sensitivity training program for associates and staff	8	12
Active program to recruit and retain minority associates	4	7

38. Which of the following software or systems do you use in your office?

<u>Category</u>	<u>Percent</u>
Calendar/docket software	64
General accounting software	59
Time and billing software	46
Document drafting and assembly software	45
Case management software	43
Electronic file organization systems	39
Trust account management software	32
Litigation support software	18

- * Almost two-thirds (64%) of respondents report using calendar/docket software in their office, while slightly under three-fifths (59%) report using general accounting software.

39. Please indicate whether your firm or legal office provides attorneys with any of the following:
(MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)

<u>Category</u>	<u>Percent</u>
Laptop computer	48
Smartphone (iPhone, Android, etc.)	41
Mobile data plan	33
Tablet PC (iPad)	15

- * Nearly half (48%) of respondents report that their firm or legal office provides attorneys with a laptop computer, while just over two-fifths (41%) report attorneys are provided with a Smartphone. In addition, one-third (33%) of respondents report that their firm or legal office provides attorneys with a mobile data plan.

40. Do you have professional liability insurance?

<u>Category</u>	<u>Percent</u>
Yes	63
No	37

- * Slightly under two-thirds (63%) of respondents report having professional liability insurance.



40A. Do you have professional liability insurance? – BY REGION OF FLORIDA

<u>Region of Florida</u>	<u>Has Professional Liability Insurance Percent</u>
Central/Southwest	68
Southeast	60
North	58

* For a complete listing of counties within regions, see Appendix A located on Page 61.

40B. Do you have professional liability insurance? – BY TYPE OF PRACTITIONER

<u>Classification</u>	<u>Has Professional Liability Insurance Percent</u>
Managing partner	98
Partner/shareholder	91
Associate	90
Practitioner with one or more associates	80
Sole practitioner	52
Corporate counsel	30
State government attorney	7
Local government attorney	6
Federal government attorney	0

* Partners (managing partners – 98%; partner/shareholders - 91%) and associates (90%) are more likely to obtain professional liability insurance. Most respondents in government practice positions report that they do not carry professional liability insurance.

41. If you do not have professional liability insurance, please list your primary reason.

<u>Category</u>	<u>Percent</u>
Not in private practice	40
Too expensive to maintain	20
Not necessary	17
Willing to take risk	7
Not cost effective	6
Firm does not provide	5
Other	5

* Two-fifths (40%) of respondents report that their primary reason for not obtaining personal liability insurance is they are not in private practice, while one-fifth (20%) report that it is too expensive to maintain.

42. What are the coverage limits of your professional liability insurance?

<u>Category</u>	<u>Percent</u>
\$250,000 or less per claim	13
\$250,001 to \$500,000 per claim	15
\$500,001 to \$1,000,000 per claim	21
\$1,000,001 to \$2,000,000 per claim	28
\$2,000,001 to \$5,000,000 per claim	15
Over \$5 million per claim	8

43. What is the annual deductible for your professional liability insurance?

<u>Category</u>	<u>Percent</u>
\$2,500 or less	15
\$5,000	34
\$10,000	23
\$15,000	9
\$25,000	10
Over \$25,000	6
Other	3

44. During the past 12 months, how many times have you visited The Florida Bar's homepage?

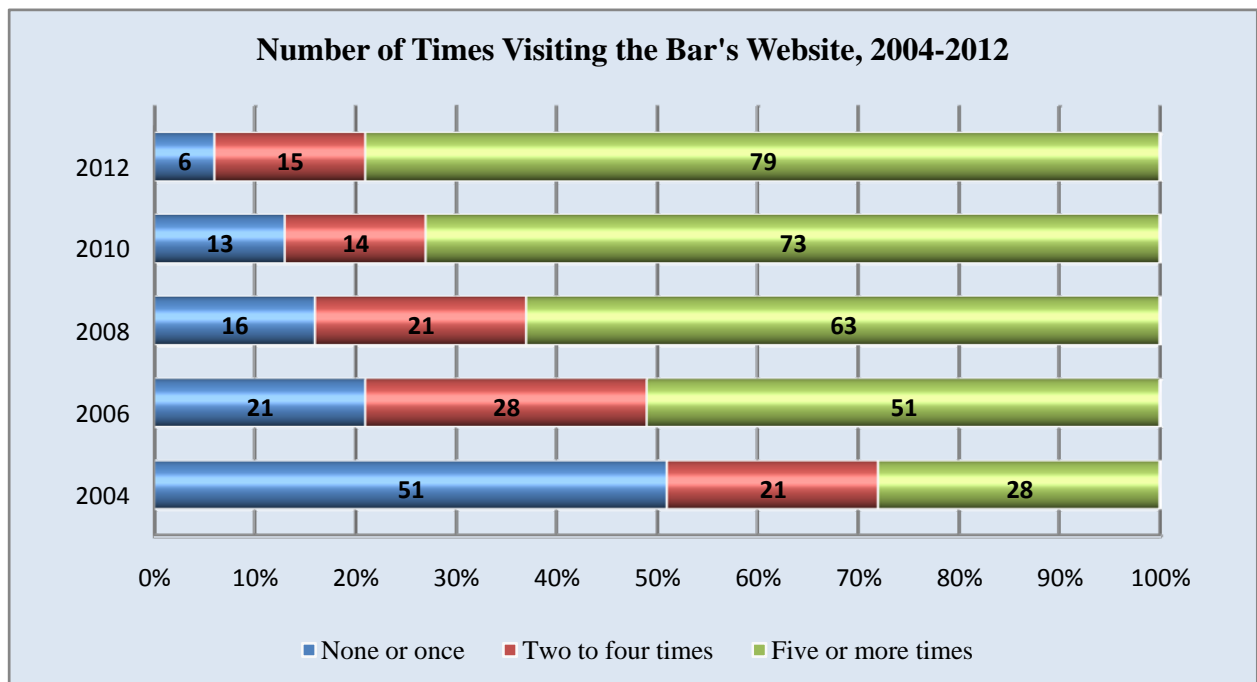
<u>Category</u>	<u>Percent</u>
None	4
Once	2
Twice	2
3 to 4 times	13
5 to 10 times	23
More than 10 times	56

* Almost four-fifths (79%) of all respondents visited The Florida Bar's home page five or more times in the past year, while over half (56%) have visited the Bar's home page over ten times in the past year. Only four percent of all respondents have not visited The Florida Bar's home page.

* The percentage of respondents who have visited the Bar's website, as well as the number of times they report visiting, has significantly increased since 2004 (see Table 44A).

44A. Comparison between 2004 thru 2012 Economics & Law Office Management Surveys – During the past 12 months, how many times have you visited The Florida Bar's homepage?

<u>Category</u>	<u>2004 Survey Percent</u>	<u>2006 Survey Percent</u>	<u>2008 Survey Percent</u>	<u>2010 Survey Percent</u>	<u>2012 Survey Percent</u>
None	39	15	13	11	4
Once	12	6	3	2	2
Twice	11	10	8	3	2
3 to 4 times	10	18	13	11	13
5 to 10 times	14	21	20	19	23
More than 10 times	14	30	43	54	56



44B. During the past 12 months, how many times have you visited The Florida Bar's homepage? – BY AGE GROUP

<u>Category</u>	<u>35 or under yrs of age Percent</u>	<u>36 to 49 yrs of age Percent</u>	<u>50 to 65 yrs of age Percent</u>	<u>Over 65 yrs of age Percent</u>
None	0	<1	7	16
Once	0	2	2	7
Twice	1	4	1	0
3 to 4 times	10	12	14	22
5 to 10 times	20	26	21	24
More than 10 times	69	55	55	31

* A very large majority (89%) of all respondents 35 years of age or younger have visited the Bar's website at least five times in the past year. Sixteen percent of all respondents over 65 years of age did not visit the website in the past year.

45. Have you ever accessed The Florida Bar's website from your smartphone, PDA, tablet PC, or cellular phone?

<u>Category</u>	<u>Percent</u>
Yes	16
No	84

- * A large majority (84%) of respondents report that they have never accessed The Florida Bar's website from their smartphone, PDA, tablet PC, or cellular phone.

45A. If Yes, which area(s) of the site:

A total of 73 respondents listed a particular area of The Florida Bar's website that they either accessed from their smartphone, PDA, tablet PC, or cellular phone. Each response was reviewed and categorized. The table below lists the five most frequently mentioned categories.

<u>Category</u>	<u>Number of Responses</u>
Attorney search/Find a Lawyer	29
CLE information	7
Rules	7
Homepage	5
Numerous/many pages	4

46. The Florida Bar recently introduced an app (compatible with iPhone, iPad, Android and Blackberry devices) to provide the content of The Florida Bar News. What is the likelihood you will utilize this app?

<u>Category</u>	<u>Percent</u>
I have already used this app	3
I plan to use the app in the near future	31
I do <u>not</u> think I will use this app in the future	66

- * Only three percent of respondents indicate that they have used the The Florida Bar News app. About two-thirds (66%) of respondents do not believe they will utilize this app in the future.

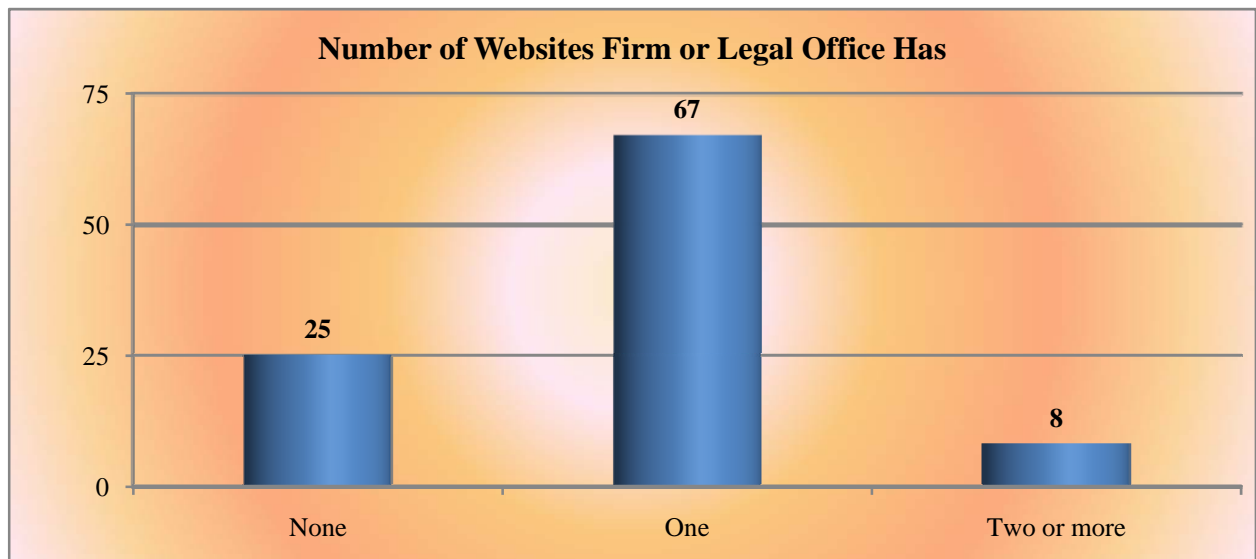
47. **Please list any other potential Smartphone apps that you would like to see The Florida Bar develop in the near future:**

A total of 81 respondents listed a particular Smartphone app that they would like to see The Florida Bar develop in the near future. Each response was reviewed and categorized. The table below lists the four most frequently mentioned categories.

<u>Category</u>	<u>Number of Responses</u>
Florida Statutes/Rules	19
Attorney search/Find a Lawyer	14
CLE information	14
Fastcase	5

48. **How many websites does your firm or legal office have?**

<u>Category</u>	<u>Percent</u>
None	25
One	67
Two	5
More than two	3



49. **Please indicate which of the following information is included on your firm or legal office's website: (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY) (ONLY INCLUDES THOSE RESPONDENTS WHOSE FIRMS OR LEGAL OFFICES HAVE A WEBSITE)**

<u>Category</u>	<u>Percent</u>
Statements about the quality of the lawyer/firm's services	40
Past results of the lawyers and/or firm	18
Testimonials from clients or third parties	8
Comparisons between your law firm and other law firms	2

50. **How would you prefer to receive *The Florida Bar News* in the future – through an electronic format or through the traditional printed and mailed version?**

<u>Category</u>	<u>2010 Survey Percent</u>	<u>2012 Survey Percent</u>
I prefer the print format	59	46
Either method is fine	20	29
I prefer the electronic format	21	25

51. **Where do you generally go when you need advice regarding a legal matter?
(MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)**

<u>Category</u>	<u>Percent</u>
Other lawyers in similar practice areas	62
Partner/lawyer in your firm or legal office	52
Former colleague(s)	37
Florida Bar website/resources	31
Listserv	11
Local bar website/resources	6
ABA website/resources	5
Other	10

- * Over three-fifths (62%) of respondents report that they ask other lawyers in similar practice areas when they need advice regarding a legal matter, while just over half (52%) report seeking advice from a partner/lawyer in their firm or legal office.

52. **In your opinion, how has the level of professionalism and civility among attorneys changed over the past 2 to 3 years?**

<u>Category</u>	<u>Percent</u>
It has become much better	1
It has become slightly better	9
It has remained the same	48
It has become slightly worse	28
It has become much worse	14

- * Over two-fifths (42%) of respondents feel that the level of professionalism and civility among attorneys has changed for the worse over the past 2 to 3 years, compared to 10% who believe it has changed for the better.

52A. In your opinion, how has the level of professionalism and civility among attorneys changed over the past 2 to 3 years? – BY AGE GROUP

<u>Category</u>	<u>35 or under yrs of age Percent</u>	<u>36 to 49 yrs of age Percent</u>	<u>50 to 65 yrs of age Percent</u>	<u>Over 65 yrs of age Percent</u>
It has become much/slightly better	8	13	3	24
It has remained the same	52	53	45	36
It has become much/slightly worse	40	34	52	40

53. How satisfied are you with The Florida Bar’s efforts to improve professionalism and civility over the past 2 to 3 years?

<u>Category</u>	<u>Percent</u>
Very satisfied	12
Somewhat satisfied	26
Neither satisfied nor dissatisfied	50
Somewhat dissatisfied	7
Very dissatisfied	5

- * Nearly two-fifths (38%) of all respondents are satisfied with The Florida Bar’s efforts to improve professionalism and civility over the past 2 to 3 years, compared to 12% who are dissatisfied with those efforts.

54. Do you feel that substance abuse is a significant problem in the legal profession?

<u>Category</u>	<u>Percent</u>
Yes	17
No	36
Don’t know	47

- * Over one-third (36%) of respondents do not believe that substance abuse is a significant problem in the legal profession, compared to 17% who do believe it is a significant problem.

54A. Do you feel that substance abuse is a significant problem in the legal profession? – BY AGE GROUP

<u>Category</u>	<u>35 or under yrs of age Percent</u>	<u>36 to 49 yrs of age Percent</u>	<u>50 to 65 yrs of age Percent</u>	<u>Over 65 yrs of age Percent</u>
Yes	24	20	10	13
No	31	33	44	31
Don’t know	45	47	46	56

55. Please indicate whether or not you are satisfied with each of the following aspects of your legal position: (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)

<u>Category</u>	<u>Satisfied Percent</u>
Relations with co-workers	93
General working conditions	90
Challenging responsibilities	89
Available technology	85
Job security	83
Respect and prestige	83
Hours	81
Assistance from support staff	80
Attorney to support staff ratio	78
Advancement opportunities	76
Salary and fringe benefits	57

* At least 85% of all respondents are satisfied with the following aspects of their legal position: relations with co-workers (93%); general working conditions (90%); challenging responsibilities (89%); and available technology (85%). Less than three-fifths (57%) of all respondents are satisfied with their salary and fringe benefits.

55A. Comparison between 2006 thru 2012 Economics & Law Office Management Surveys – Please indicate whether or not you are satisfied with each of the following aspects of your legal position:

<u>Category</u>	<u>2006 Survey Percent</u>	<u>2008 Survey Percent</u>	<u>2010 Survey Percent</u>	<u>2012 Survey Percent</u>
Relations with co-workers	93	94	94	93
General working conditions	93	93	92	90
Challenging responsibilities	94	95	91	89
Available technology	91	90	87	85
Job security	88	84	69	83
Respect and prestige	84	85	84	83
Hours	74	74	76	81
Assistance from support staff	83	85	78	80
Attorney to support staff ratio	81	85	77	78
Advancement opportunities	79	81	75	76
Salary and fringe benefits	75	75	58	57

* The category of job security satisfaction increased from 69% to 83% to return to its approximate level in 2008 (84%). Salary and fringe benefit satisfaction levels remained significantly below the 2006 and 2008 levels.

55B. Please indicate whether or not you are satisfied with each of the following aspects of your legal position: – BY GENDER

<u>Category</u>	<u>Male Satisfied Percent</u>	<u>Female Satisfied Percent</u>
Relations with co-workers	95	88
General working conditions	91	89
Challenging responsibilities	92	83
Available technology	87	80
Job security	85	79
Respect and prestige	87	75
Hours	84	76
Assistance from support staff	85	70
Attorney to support staff ratio	81	72
Advancement opportunities	82	65
Salary and fringe benefits	65	43

* A higher percentage of male respondents are satisfied in various aspects of their job, with the biggest differences being satisfaction in salary and fringe benefits (65% to 43%); advancement opportunities (82% to 65%); and assistance from support staff (85% to 70%).

55C. Please indicate whether or not you are satisfied with each of the following aspects of your legal position: – BY TYPE OF PRACTICE

<u>Category</u>	<u>Private Practice Percent</u>	<u>Gov't. Practice Percent</u>	<u>Other Legal Position Percent</u>
Relations with co-workers	93	95	89
General working conditions	90	88	100
Challenging responsibilities	88	93	84
Available technology	87	78	79
Job security	81	89	84
Respect and prestige	83	78	90
Hours	80	87	74
Assistance from support staff	81	78	68
Attorney to support staff ratio	79	74	79
Advancement opportunities	78	67	84
Salary and fringe benefits	60	41	74

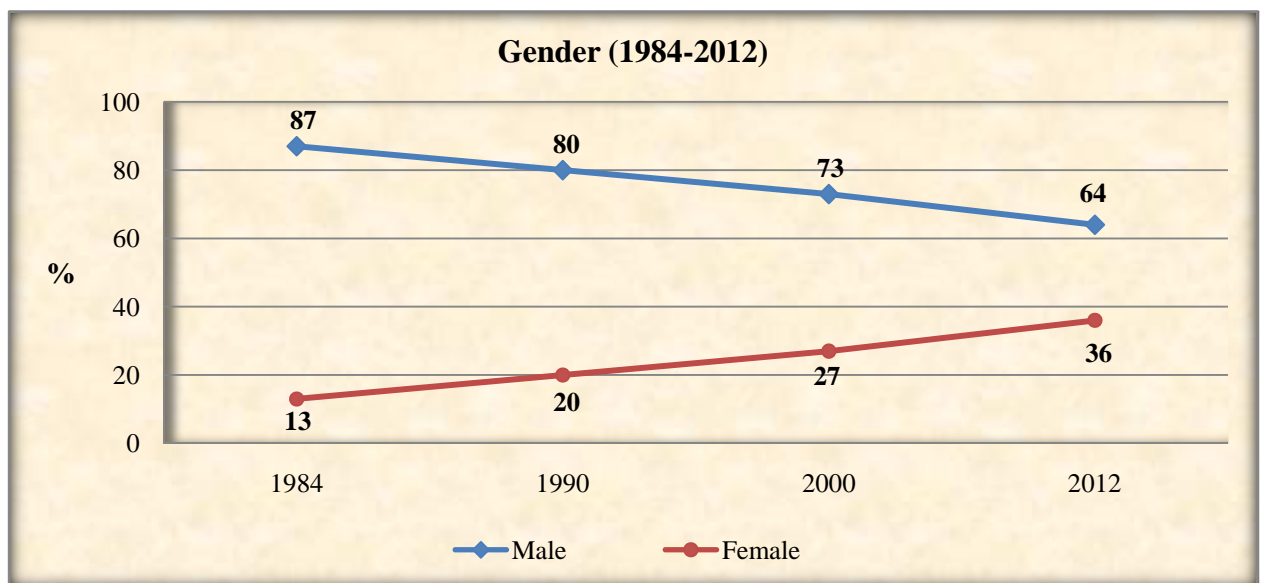
DEMOGRAPHICS

56. What is your gender?

<u>Category</u>	<u>2012 Survey Percent</u>	<u>2012 Actual Bar Percent</u>
Male	64	64
Female	36	36

56A. Comparison between 1984 thru 2012 Economics & Law Office Management Surveys – What is your gender?

<u>Category</u>	<u>Male Percent</u>	<u>Female Percent</u>
1984 Economics Survey	87	13
1986 Economics Survey	83	17
1990 Economics Survey	80	20
1992 Economics Survey	79	20
1994 Economics Survey	77	23
1996 Economics Survey	75	25
1998 Economics Survey	74	26
2000 Economics Survey	73	27
2002 Economics Survey	71	29
2004 Economics Survey	69	31
2006 Economics Survey	68	32
2008 Economics Survey	66	34
2010 Economics Survey	64	36
2012 Economics Survey	64	36



57. What is your race or ethnic origin?

<u>Category</u>	<u>Percent</u>
Caucasian/White	84
Hispanic/Latino	9
African-American/Black	3
Asian/Pacific Islander	1
Native American	<1
Other	2

57A. Comparison between 1992 thru 2012 Economics & Law Office Management Surveys – What is your race or ethnic origin?

<u>Category</u>	<u>White/ Caucasian Percent</u>	<u>Hispanic/ Latino Percent</u>	<u>Black/ Afr.-Amer. Percent</u>	<u>All Others Percent</u>
1992 Economics Survey	94	3	2	<1
1994 Economics Survey	93	4	2	1
1996 Economics Survey	92	5	2	1
1998 Economics Survey	91	6	2	1
2000 Economics Survey	91	6	2	1
2002 Economics Survey	90	7	2	1
2004 Economics Survey	89	7	2	2
2006 Economics Survey	89	7	2	2
2008 Economics Survey	87	8	3	2
2010 Economics Survey	87	8	3	2
2012 Economics Survey	84	9	3	4

58. How many years have you been licensed to practice with The Florida Bar?

<u>Category</u>	<u>Percent</u>
2 years or less	8
3 to 5 years	14
6 to 10 years	15
11 to 15 years	11
16 to 20 years	13
Over 20 years	39

Median – 17 Years of Experience

Male Median Years of Experience	–	19 years
Female Median Years of Experience	–	11 years

White Median Years of Experience	–	18 years
African-Amer. Median Years of Exp.	–	11 years
Hispanic Median Years of Experience	–	10 years

Private Practice Median Years of Experience	–	18 years
Other Legal Pos. Median Years of Experience	–	16 years
Gov't. Practice Median Years of Experience	–	12 years

59. What is your age?

<u>Category</u>	<u>Percent</u>
35 years of age or under	20
36 to 49 years of age	37
50 to 65 years of age	33
Over 65 years of age	10

Median – 47 years of age

Male Median	–	50 years of age
Female Median	–	41 years of age
White Median	–	48 years of age
Hispanic Median	–	39 years of age
African-American Median	–	39 years of age
Private Practice Median	–	49 years of age
Other Legal Position Median	–	47 years of age
Government Practice Median	–	43 years of age

60. At what age are you currently planning to retire?

<u>Category</u>	<u>Percent</u>
Less than 50 years of age	<1
50-54 years of age	2
55-59 years of age	7
60-64 years of age	9
65-69 years of age	25
70-74 years of age	10
75 years of age or over	9
Do not know at this time	37

60A. At what age are you currently planning to retire? (ONLY INCLUDES THOSE WHO INDICATED A POSSIBLE RETIREMENT AGE)

<u>Category</u>	<u>Percent</u>
Less than 50 years of age	<1
50-54 years of age	3
55-59 years of age	11
60-64 years of age	14
65-69 years of age	35
70-74 years of age	20
75 years of age or over	16

**60B. At what age are you currently planning to retire? – BY AGE GROUP
(ONLY INCLUDES THOSE WHO INDICATED A POSSIBLE RETIREMENT AGE)**

<u>Category</u>	<u>35 or under yrs of age Percent</u>	<u>36 to 49 yrs of age Percent</u>	<u>50 to 65 yrs of age Percent</u>	<u>Over 65 yrs of age Percent</u>
Planning to retire before age 60	22	15	17	0
Planning to retire between ages 60-64	23	21	12	0
Planning to retire between ages 65-69	42	43	33	22
Planning to retire between ages 70-74	10	13	22	38
Planning to retire at age 75 or above	3	8	16	41

61. Please indicate YOUR NET INCOME derived from all legal work:

<u>Category</u>	<u>Percent</u>
Under \$25,000	4
\$25,000 to \$50,000	14
\$50,001 to \$75,000	19
\$75,001 to \$100,000	18
\$100,001 to \$200,000	29
Over \$200,000	16

Median Income = \$100,000

* Over two-fifths (45%) of all respondents report that their income derived from all legal work last year was over \$100,000. Nearly one-fifth (18%) report that it was \$50,000 or less, while 16% report that it was over \$200,000.

61A. Comparison between 2006 thru 2012 Economics & Law Office Management Surveys – Please indicate YOUR NET INCOME derived from all legal work:

<u>Category</u>	<u>2006 Survey Percent</u>	<u>2008 Survey Percent</u>	<u>2010 Survey Percent</u>	<u>2012 Survey Percent</u>
Under \$25,000	5	3	6	4
\$25,000 to \$50,000	8	11	12	14
\$50,001 to \$75,000	16	18	19	19
\$75,001 to \$100,000	17	14	13	18
\$100,001 to \$200,000	35	33	32	29
Over \$200,000	19	21	18	16
Median Income	\$100,000	\$110,000	\$100,000	\$100,000

61B. Please indicate YOUR NET INCOME derived from all legal work: – BY LEGAL OCCUPATION/ CLASSIFICATION

<u>Category</u>	<u>2006 Median Income</u>	<u>2008 Median Income</u>	<u>2010 Median Income</u>	<u>2012 Median Income</u>
Partner*	\$185,000	\$180,000	\$180,000	\$200,000
Corporate Counsel	\$100,000	\$110,000	\$100,000	\$100,000
Sole Practitioner	\$105,000	\$100,000	\$ 80,000	\$ 80,000
Associate	\$ 85,000	\$ 90,000	\$ 75,000	\$ 75,000
State Government Atty.	\$ 70,000	\$ 60,000	\$ 60,000	\$ 60,000

* This category includes managing partners and partner/shareholders.

61C. Please indicate YOUR NET INCOME derived from all legal work: – BY GENDER, RACE and TYPE OF PRACTICE

<u>Gender</u>	<u>Median Income</u>
Male	\$120,000
Female	\$ 75,000

<u>Race</u>	<u>Median Income</u>
Caucasian/White	\$100,000
Hispanic/Latino	\$ 85,000
African-American/Black	\$ 80,000

<u>Type of Practice</u>	<u>Median Income</u>
Private Practice	\$110,000
Other Legal Position	\$100,000
Government Practice	\$ 70,000

62. In what COUNTY in Florida is your primary practice located?

<u>County</u>	<u>2012 Survey Percent</u>	<u>2012 Actual Bar Percent</u>
Alachua	2	1
Baker	0	<1
Bay	<1	<1
Bradford	0	<1
Brevard	2	1
Broward	12	13

(continued on next page)

<u>County</u>	<u>2012 Survey Percent</u>	<u>2012 Actual Bar Percent</u>
Calhoun	0	<1
Charlotte	<1	<1
Citrus	<1	<1
Clay	<1	<1
Collier	2	1
Columbia	0	<1
DeSoto	0	<1
Dixie	0	<1
Duval	6	5
Escambia	1	1
Flagler	0	<1
Franklin	<1	<1
Gadsden	0	<1
Gilchrist	0	<1
Glades	0	<1
Gulf	0	<1
Hamilton	0	<1
Hardee	0	<1
Hendry	<1	<1
Hernando	<1	<1
Highlands	<1	<1
Hillsborough	10	9
Holmes	0	<1
Indian River	<1	<1
Jackson	<1	<1
Jefferson	0	<1
Lafayette	0	<1
Lake	<1	<1
Lee	2	2
Leon	5	5
Levy	0	<1
Liberty	0	<1
Madison	0	<1
Manatee	<1	<1
Marion	<1	<1
Martin	<1	<1
Miami-Dade	21	21
Monroe	<1	<1
Nassau	<1	<1
Okaloosa	<1	<1
Okeechobee	0	<1
Orange	9	8
Osceola	<1	<1
Palm	10	10
Pasco	<1	<1
Pinellas	6	6
Polk	2	2

(continued on next page)

<u>County</u>	2012 Survey Percent	2012 Actual Bar Percent
Putnam	<1	<1
St. Johns	<1	<1
St. Lucie	<1	<1
Santa Rosa	<1	<1
Sarasota	2	2
Seminole	1	1
Sumter	<1	<1
Suwanee	<1	<1
Taylor	0	<1
Union	0	<1
Volusia	1	1
Wakulla	<1	<1
Walton	<1	<1
Washington	0	<1

63. Do you have an ADA-recognized disability?

<u>Category</u>	<u>Percent</u>
Yes	2
No	98

* Two percent of respondents report that they have an ADA-recognized disability.

**64. If yes, please check all skill or function areas that are affected by your disability:
(MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)
(INCLUDES ONLY RESPONDENTS WITH AN ADA RECOGNIZED DISABILITY)**

<u>Category</u>	<u>Percent</u>
Physical Health	40
Mobility	30
Mental Health	20
Hearing	10
Vision	0
Fine motor skills and dexterity	0
Respiratory	0
Speech	0

* Two-fifths (40%) of respondents who report that they have an ADA-recognized disability indicate that the disability affects their physical health, while 30% indicate the disability affects their mobility.

APPENDIX A:

Counties Comprising Regions

Counties Comprising Regions

North

Alachua
Baker
Bay
Bradford
Calhoun
Citrus
Clay
Columbia
Dixie
Duval
Escambia
Flagler
Franklin
Gadsden
Gilchrist
Gulf
Hamilton
Hernando
Holmes
Jackson
Jefferson
Lafayette
Lake
Leon
Levy
Liberty
Madison
Marion
Nassau
Okaloosa
Putnam
St. Johns
Santa Rosa
Sumter
Suwannee
Taylor
Union
Volusia
Wakulla
Walton
Washington

Central/Southwest

Brevard
Charlotte
Collier
DeSoto
Glades
Hardee
Hendry
Highlands
Hillsborough
Indian River
Lee
Manatee
Martin
Monroe
Okeechobee
Orange
Osceola
Pasco
Pinellas
Polk
St. Lucie
Sarasota
Seminole

Southeast

Broward
Miami-Dade
Palm Beach

APPENDIX B:

Questionnaire

The Florida Bar
Economics and Law Office Management Survey
November 2012

This survey primarily deals with the economics of law practice. Please complete all applicable questions by checking the appropriate response or by filling in the blank. Please provide only one response per question, except where noted. If there are two responses that might fit your particular situation, choose the one that more closely fits.

If your firm has several branch offices, please answer for the office in which you perform the majority of your practice. All questions should be answered by you as an individual attorney, but feel free to seek assistance, if needed, from your office manager or others in your firm. Be assured that you will remain anonymous. **If you are not a private practitioner, kindly respond only to those questions that apply to your occupation.**

1. What is your legal occupation or classification?
(PLEASE CHECK ONLY ONE RESPONSE)

Private Practice

- | | |
|--|---|
| <input type="checkbox"/> Managing partner | <input type="checkbox"/> Partner/shareholder/member |
| <input type="checkbox"/> Sole practitioner | <input type="checkbox"/> Practitioner with 1 or more associates |
| <input type="checkbox"/> Associate | <input type="checkbox"/> Of counsel |

Government Practice

- | | |
|--|--|
| <input type="checkbox"/> Judge | <input type="checkbox"/> Federal government attorney |
| <input type="checkbox"/> State government attorney | <input type="checkbox"/> Local government attorney |

Other Legal Position

- | | |
|--|--|
| <input type="checkbox"/> Corporate counsel | <input type="checkbox"/> Legal aid/legal service |
| <input type="checkbox"/> Other (_____) | |

2. What is the total number of attorneys employed in your firm or legal office?

_____ attorney(s)

3. What were your personal total billable hours last year?

_____ billable hours

☐ Does not apply to my position

4. If you charge on an hourly basis, what is your average or standard hourly rate?
(PLEASE LIST ONLY ONE AMOUNT AND NOT A RANGE)

\$_____

() Not applicable/do not charge hourly rate

5. Does your firm or legal office employ paralegals? (Defined as an employee working under your supervision who performs a task that otherwise you as the attorney would perform. NOTE: Not secretarial work.)

() Yes

() No (SKIP TO 9)

6. Are any types of standards or certifications required by your firm or legal office for paralegals?

() Yes (Please indicate (e.g. FRP, CLA, CP, etc.:_____)

() No

() Don't know

7. What is the average or standard hourly rate billed for paralegals?
(PLEASE LIST ONLY ONE AMOUNT AND NOT A RANGE)

\$_____

8. How many billable hours did paralegals average last year in your firm or legal office?

_____ billable hours

9. What is the primary method for billing that is used in your law firm or legal office?
(CHECK ONLY ONE RESPONSE)

() Hourly rate

() Contingency fee

() Fixed or flat fee

() Value based fee

() Volume discount

() A combination of methods

() Non-refundable retainer plus a combination of methods

10. What percent of your cases are handled on a contingency fee basis?

() None (SKIP TO 12)

() 51 to 75%

() 1 to 25%

() Over 75%

() 26 to 50%

11. Of those contingency fee cases, what is the average percentage of the award that you receive if you win the case? (PLEASE LIST ONLY ONE AMOUNT AND NOT A RANGE)

_____%

12. Do you keep time records?

- ☐ Always
☐ Always, except in contingency or fixed fee cases
☐ Sometimes
☐ Never

13. How often does your firm use written fee agreements, retainer letters or fee contracts?

- ☐ Always ☐ Seldom
☐ Usually ☐ Never

**14. What do you regularly include in your billing statements to clients?
(CHECK ALL THAT APPLY)**

- ☐ Hourly rates of lawyers ☐ Prior unpaid balance
☐ Itemized list of disbursements ☐ Remaining trust account balance
☐ Itemized list of services performed ☐ Time spent by individual lawyers
☐ Legal assistant/paralegal charges ☐ Total time spent by lawyers
☐ Narrative summary of services

15. Which of the following credit cards does your law firm or legal office accept?

- ☐ American Express ☐ MasterCard
☐ Discover ☐ Visa

☐ None of the above
☐ Not applicable to my position

16. Please indicate your average monthly accounts receivable balance:

- ☐ \$5,000 or less ☐ \$25,001 to \$50,000
☐ \$5,001 to \$10,000 ☐ \$50,001 to \$100,000
☐ \$10,001 to \$25,000 ☐ More than \$100,000

17. Of your total fees billed, please indicate what percent of your account receivables were:

Current	_____ %
31 to 90 days	_____ %
91 to 120 days	_____ %
Over 120 days	_____ %

18. What is the percentage of gross income spent on overhead? (This includes costs for staff, space, equipment, marketing, insurance, etc. but does not include lawyer compensation and benefits).

_____ %

19. Based upon your law firm's gross receipts, please indicate the percentage attributable to each of the following expenses:

- | | | |
|----|----------------------------|---------|
| a. | All lawyer compensation | _____ % |
| b. | Support staff compensation | _____ % |
| c. | All other expenses | _____ % |

20. Which best describes your employment status?

- | | |
|------------------------------------|-------------------------------------|
| <input type="checkbox"/> Full-time | <input type="checkbox"/> Retired |
| <input type="checkbox"/> Part-time | <input type="checkbox"/> Unemployed |

21. On the average, how many hours per week did you devote to the legal profession last year? (INCLUDE ALL HOURS DEVOTED TO THE PRACTICE OF LAW – NOT JUST BILLABLE HOURS)

_____ hours per week

22. Of that amount, how many hours per week did you spend engaging in the following activities?

- | | | |
|----|--|----------------------|
| a. | Billable work | _____ hours per week |
| b. | Office administration | _____ hours per week |
| c. | Client development or marketing | _____ hours per week |
| d. | Keeping current on non-billable legal work | _____ hours per week |
| e. | Bar service (local, voluntary or state) | _____ hours per week |
| f. | Other matters related to the practice of law | _____ hours per week |

23. Please indicate the level of impact that each of the following factors currently has on your ability to successfully practice law.

- | | No
Impact | Minor
Impact | Major
Impact |
|---------------------------------|--------------------------|--------------------------|--------------------------|
| a. Client expectations | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Court operations | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. Economy | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. Image of lawyers | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e. Increase in ADR | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| f. Increased competition | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| g. Increased specialization | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| h. New technology | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| i. Pro se litigants | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| j. Quality of the judiciary | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| k. Unauthorized practice of law | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| l. Work – life balance | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

24. During the past two years, how has the economy affected your law practice?

- () I have had increased business/profitability
() I have had decreased business/profitability
() My practice has remained the same

() The economy does not impact my practice

25. In the NEXT two years, how do you expect the economy will impact your practice?

- () I believe I will have increased business/profitability
() I believe I will have decreased business/profitability
() I believe it will remain the same

() The economy does not impact my practice

26. In 2012, did your firm or legal office institute any of the following? (CHECK ALL THAT APPLY)

- | | |
|---|------------------------------------|
| () Adjustments of billing rates | () Non-lawyer staff hiring freeze |
| () Delay of lawyer salary increases | () Non-lawyer staff layoffs |
| () Elimination of lawyer bonuses | () Outsource legal work |
| () Elimination of non-lawyer bonuses | () Outsource non-lawyer functions |
| () Increase in partner capital contributions | () Offshore legal work |
| () Lawyer hiring freeze | () Offshore non-lawyer functions |
| () Lawyer layoffs | () Renegotiation of office leases |
| () New lawyer offers retracted | () Use of contract lawyers |

27. Do you anticipate that your firm or legal office's budget for each of the following will increase, decrease or remain the same in 2013?

<u>Category</u>	<u>Increase</u>	<u>Remain the Same</u>	<u>Decrease</u>
a. Association memberships	()	()	()
b. Continuing legal education	()	()	()
c. Direct mail	()	()	()
d. Market research	()	()	()
e. Online advertising	()	()	()
f. Print advertising	()	()	()
g. Social media	()	()	()
h. Technology	()	()	()
i. Television/radio advertising	()	()	()
j. Travel	()	()	()
k. Website modifications	()	()	()

28. Compared to the past, how much of the following are you experiencing with clients?

<u>Category</u>	<u>Substantial Increase</u>	<u>Slight Increase</u>	<u>No Increase</u>
a. Having a higher level of expectations	()	()	()
b. Paying bills later	()	()	()
c. Seeking discounts	()	()	()
d. Seeking to pay bills over time	()	()	()

**29. Which type of attorneys do you feel have been most impacted by the result of the economic downturn?
(PLEASE CHECK ONLY ONE RESPONSE)**

- () Government lawyers
 () Large-firm lawyers
 () Lawyers approaching retirement
 () Recent law graduates and newer lawyers
 () Sole practitioners and small-firm lawyers
 () Other (_____)
- () Attorneys across all types of practices/experience levels have been evenly impacted

30. When do you think the economy will improve for the legal profession?

- () 2013 () 2015
 () 2014
- () I do not anticipate it to improve in the near future

31. Have you considered, or are you considering, transitioning to a different career, transitioning to a different field of practice, or starting your own firm? (CHECK ALL THAT APPLY)

- () Yes, to a different career
 () Yes, to a different field of practice
 () Yes, I am considering starting my own firm
 () No

32. Briefly, please list any programs or resources that The Florida Bar might be able to provide to assist attorneys during this difficult economic time:

For question 33, please indicate the average annual salary for the various members of your firm or legal office.

33. Please indicate the AVERAGE ANNUAL SALARY levels for the following members of your firm:
(NOTE: Salary Does Not Include Any Additional Bonuses or Compensation)

Attorneys

- | | | |
|----|--|---------|
| a. | Recent law school graduates with no experience | \$_____ |
| b. | Recent law school graduates with
experience (internship, clerkship) | \$_____ |
| c. | Current attorneys with less than 3 years of experience | \$_____ |
| d. | Current attorneys with 3 to 5 years of experience | \$_____ |
| e. | Current attorneys with 6 to 8 years of experience | \$_____ |
| f. | Current attorneys with more than 8 years of experience | \$_____ |
| g. | Partner, shareholder, or member | \$_____ |

Paralegals

- | | | |
|----|--|---------|
| h. | New hires without experience | \$_____ |
| i. | Current paralegals with less than 5 years of experience | \$_____ |
| j. | Current paralegals with 5 to 10 years of experience | \$_____ |
| k. | Current paralegals with more than 10 years of experience | \$_____ |

Legal Secretaries

- | | | |
|----|---|---------|
| l. | New hires without experience | \$_____ |
| m. | Current secretaries with less than 5 years of experience | \$_____ |
| n. | Current secretaries with 5 to 10 years of experience | \$_____ |
| o. | Current secretaries with more than 10 years of experience | \$_____ |

34. Please indicate the **AVERAGE ANNUAL SALARY** levels for the following members of your firm:
(NOTE: Salary Does Not Include Any Additional Bonuses or Compensation)

Other Personnel

- a. Full-time office manager/legal administrator \$_____
- b. Bookkeeper or controller (full-time) \$_____
- c. Bookkeeper (part-time) \$_____
- d. Law clerk \$_____
- e. Information technology administrator \$_____

35. Please indicate your firm or legal office's annual performance or merit salary increase in 2012 for:

- a. Attorneys _____ % () no increase
- b. Non-lawyer staff _____ % () no increase

36. Which of the following benefits does your employer offer to **attorneys**?
(CHECK ALL THAT APPLY)

- | | |
|----------------------------|---|
| () Life insurance | () Profit sharing |
| () Dental insurance | () Pension |
| () Medical insurance | () Annual bonuses |
| () Paid vacation | () Paid registration for CLE courses |
| () Flexible work schedule | () Disability compensation |
| () Maternity leave | () College tuition |
| () Paternity leave | () Relocation expenses |
| () Paid parking | () Reimbursed Bar exam costs |
| () Paid Bar dues | () Reimbursed certification/recertification expenses |
| () Not applicable | |

37. Please indicate which of the following your firm or legal office currently has in place:
(CHECK ALL THAT APPLY)

- () Active program to recruit and retain minority associates
- () Diversity sensitivity training program for associates and staff
- () Hurricane or disaster preparedness plan
- () Pro bono service policy
- () Strategic planning committee

38. Which of the following software or systems do you use in your office?

- | | |
|--|--|
| <input type="checkbox"/> Calendar/docket software | <input type="checkbox"/> General accounting software |
| <input type="checkbox"/> Case management software | <input type="checkbox"/> Litigation support software |
| <input type="checkbox"/> Document drafting and assembly software | <input type="checkbox"/> Time and billing software |
| <input type="checkbox"/> Electronic file organization systems | <input type="checkbox"/> Trust account management software |

**39. Please indicate whether your firm or legal office provides attorneys with any of the following:
(CHECK ALL THAT APPLY)**

- | | |
|---|---|
| <input type="checkbox"/> Laptop computer | <input type="checkbox"/> Tablet PC (iPad) |
| <input type="checkbox"/> Mobile data plan | <input type="checkbox"/> Smartphone (iPhone, Android, etc.) |

40. Do you have professional liability insurance?

- | | |
|--|-----------------------------|
| <input type="checkbox"/> Yes (SKIP TO 42) | <input type="checkbox"/> No |
|--|-----------------------------|

**41. If you do not have professional liability insurance, please list your primary reason.
(SELECT ONE RESPONSE AND SKIP TO 44)**

- | | |
|--|--|
| <input type="checkbox"/> Firm does not provide | <input type="checkbox"/> Not necessary |
| <input type="checkbox"/> Not cost effective | <input type="checkbox"/> Too expensive to maintain |
| <input type="checkbox"/> Not in private practice | <input type="checkbox"/> Willing to take risk |
| <input type="checkbox"/> Other (_____) | |

42. What are the coverage limits of your professional liability insurance?

- | | |
|---|---|
| <input type="checkbox"/> \$250,000 or less per claim | <input type="checkbox"/> \$1,000,001 to \$2,000,000 per claim |
| <input type="checkbox"/> \$250,001 to \$500,000 per claim | <input type="checkbox"/> \$2,000,001 to \$5,000,000 per claim |
| <input type="checkbox"/> \$500,001 to \$1,000,000 per claim | <input type="checkbox"/> Over \$5 million per claim |

43. What is the annual deductible for your professional liability insurance?

- | | |
|--|--|
| <input type="checkbox"/> \$2,500 or less | <input type="checkbox"/> \$15,000 |
| <input type="checkbox"/> \$5,000 | <input type="checkbox"/> \$25,000 |
| <input type="checkbox"/> \$10,000 | <input type="checkbox"/> Over \$25,000 |
| <input type="checkbox"/> Other (_____) | |

44. During the past 12 months, how many times have you visited The Florida Bar's homepage?

- | | |
|--------------------------------|---|
| <input type="checkbox"/> None | <input type="checkbox"/> 3 to 4 times |
| <input type="checkbox"/> Once | <input type="checkbox"/> 5 to 10 times |
| <input type="checkbox"/> Twice | <input type="checkbox"/> More than 10 times |

45. Have you ever accessed The Florida Bar's website from your smartphone, PDA, tablet PC or cellular phone?
- () Yes (Which area(s) of the site? _____)
- () No
46. The Florida Bar recently introduced an app (compatible with iPhone, iPad, Android and Blackberry devices) to provide the content of The Florida Bar *News*. What is the likelihood you will utilize this app?
- () I have already used this app
- () I plan to use the app in the near future
- () I do not think I will use this app in the future
47. Please list any other potential Smartphone apps that you would like to see The Florida Bar develop in the near future:
- _____
48. How many websites does your firm or legal office have?
- () None (SKIP TO 50)
- () One
- () Two
- () More than two
49. Please indicate which of the following information is included on your firm or legal office's website: (CHECK ALL THAT APPLY)
- () Comparisons between your law firm and other law firms
- () Past results of the lawyers and/or firm
- () Statements about the quality of the lawyer/firm's services
- () Testimonials from clients or third parties
50. How would you prefer to receive The Florida Bar *News* in the future – through an electronic format or through the traditional printed and mailed version?
- () I prefer the electronic format
- () I prefer the print format
- () Either method is fine
51. Where do you generally go when you need advice regarding a legal matter? (CHECK ALL THAT APPLY)
- () ABA website/resources
- () Florida Bar website/resources
- () Local bar website/resources
- () Listserv
- () Partner/lawyer in your firm or legal office
- () Former colleague(s)
- () Other lawyers in similar practice areas
- () Other (_____)

52. In your opinion, how has the level of professionalism and civility among attorneys changed over the past 2 to 3 years?

- | | |
|--|---|
| <input type="checkbox"/> It has become much better | <input type="checkbox"/> It has become slightly worse |
| <input type="checkbox"/> It has become slightly better | <input type="checkbox"/> It has become much worse |
| <input type="checkbox"/> It has remained the same | |

53. How satisfied are you with The Florida Bar's efforts to improve professionalism and civility over the past 2 to 3 years?

- | | |
|---|--|
| <input type="checkbox"/> Very satisfied | <input type="checkbox"/> Somewhat dissatisfied |
| <input type="checkbox"/> Somewhat satisfied | <input type="checkbox"/> Very dissatisfied |
| <input type="checkbox"/> Neither satisfied nor dissatisfied | |

54. Do you feel that substance abuse is a significant problem in the legal profession?

- | | |
|-------------------------------------|-----------------------------|
| <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| <input type="checkbox"/> Don't know | |

55. Please indicate whether or not you are satisfied with each of the following aspects of your legal position:

<u>Category</u>	<u>Satisfied</u>	<u>Unsatisfied</u>
a. Advancement opportunities	<input type="checkbox"/>	<input type="checkbox"/>
b. Assistance from support staff	<input type="checkbox"/>	<input type="checkbox"/>
c. Attorney to support staff ratio	<input type="checkbox"/>	<input type="checkbox"/>
d. Available technology	<input type="checkbox"/>	<input type="checkbox"/>
e. Challenging responsibilities	<input type="checkbox"/>	<input type="checkbox"/>
f. General working conditions	<input type="checkbox"/>	<input type="checkbox"/>
g. Hours	<input type="checkbox"/>	<input type="checkbox"/>
h. Job security	<input type="checkbox"/>	<input type="checkbox"/>
i. Relations with co-workers	<input type="checkbox"/>	<input type="checkbox"/>
j. Respect and prestige	<input type="checkbox"/>	<input type="checkbox"/>
k. Salary and fringe benefits	<input type="checkbox"/>	<input type="checkbox"/>

56. What is your gender?

- | | |
|-------------------------------|---------------------------------|
| <input type="checkbox"/> Male | <input type="checkbox"/> Female |
|-------------------------------|---------------------------------|

57. What is your race or ethnic origin?

- | | |
|---|--|
| <input type="checkbox"/> African-American/Black | <input type="checkbox"/> Native American |
| <input type="checkbox"/> Asian/Pacific Islander | <input type="checkbox"/> Caucasian/White |
| <input type="checkbox"/> Hispanic/Latino | <input type="checkbox"/> Other (_____) |

58. How many years have you been licensed to practice with The Florida Bar?

_____ years

59. What is your age?

60. At what age are you currently planning to retire?

- () < 50
() 50-54
() 55-59
() 60-64

- () 65-69
() 70-74
() 75 or over
() Do not know at this time

61. Please indicate **YOUR NET INCOME** derived from all legal work:

\$_____

62. In what **COUNTY** in Florida is your **primary** practice located?
(PLEASE LIST ONLY ONE COUNTY)

63. Do you have an ADA-recognized disability?

- () Yes () No

64. If yes, please check all skill or function areas that are affected by your disability:
(CHECK ALL THAT APPLY)

- | | |
|-------------------------------------|---------------------|
| () Mobility | () Hearing |
| () Vision | () Respiratory |
| () Speech | () Physical Health |
| () Fine motor skills and dexterity | () Mental Health |
| () Other (_____) | |

MAILING INSTRUCTIONS

Thank you for completing this survey. Please remove your mailing label and fold the survey so that the Bar's address appears on the outside, staple the survey, and mail it back to The Florida Bar. Once again, thank you for your time and consideration.